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ABSTRACT

This volume presents data from the 14th annual survey of faculty salaries by discipline and rank in the nation's private colleges and universities. Three hundred and thirty-one institutions participated in the survey. Data are presented by 55 disciplines and major fields and for institutions with and without collective bargaining. A final table presents discipline averages in all major fields. The overall average salary for all ranks was $47,6609, an increase of 2.56 percent over the previous year. Average salaries for all full professors, comprising 33.4 percent of faculty, was $60,908; for associate professors, comprising 31.3 percent of faculty, was $45,771; for assistant professors, comprising 30.3 percent of faculty, was $37,820; and for instructors, comprising 6.6 percent of faculty, was $30,222. The top five disciplines/major fields for faculty salary were: engineering ($65,244); business management and administrative services/marketing ($58,347); social sciences and history/economics ($57,446); physical sciences ($57,320); and health professions and related sciences ($57,091). The disciplines with the highest percentages of faculty at the professor rank were physical sciences (56.9 percent), geology (51.3 percent); physics (50.2 percent); chemistry (45.7 percent); and social sciences and history (45.4 percent). Appendices list participating institutions and describe a data product service that provides special sets of data to institutions for salary comparison analysis. (JLS)

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NATIONAL FACULTY SALARY SURVEY

by Discipline and Rank in

Private

Four-Year Colleges and Universities

1995-96

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1995-96 National Faculty Salary Survey

by Discipline and Rank in Private Four-Year Colleges and Universities

College and University
Personnel Association
Washington, DC

in conjunction with

Appalachian State University
Boone, NC

ABOUT CUPA

Established 50 years ago, the College and University Personnel Association (CUPA) is an international network of more than 6,100 human resource administrators serving almost 1,700 colleges and universities.

The Association promotes the effective management and development of human resources in higher education. CUPA provides a forum for the exchange of ideas through annual conventions, workshops, and seminars; annual research and analysis on administrative and faculty salaries, benefits, and other surveys and special study reports; and periodicals, monographs, books, and videotapes on topics of interest to human resource practitioners.

Through its national office in Washington, DC, the Association keeps its members abreast of the most recent judicial decisions affecting human resource management and communicates that information to members through columns such as "Legal Watch" in the semimonthly newsletter, *CUPA News*. Additionally, CUPA provides members legislative information through "Legislative Update" and "Legislative Tracker" columns in *CUPA News*. To keep members up to date on the latest benefits information, the Benefits Information Program, administered by the CUPA Foundation, supplies "Benefits Watch" columns in *CUPA News* along with *Special Reports* and *Benefits Alerts*, which are mailed as events happen.

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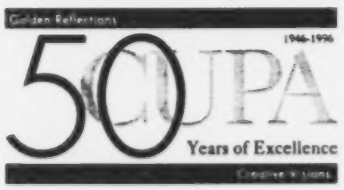

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This CUPA *1995-96 National Faculty Salary Survey by Discipline and Rank in Private Four-Year Colleges and Universities* has been a collegial undertaking in the best sense of the term. The College and University Personnel Association (CUPA) with its national office in Washington, DC, cooperated with Appalachian State University in Boone, NC, to produce this survey report.

Special thanks go to Dr. Richard C. Creal, CUPA Executive Director; Dr. Barbara R. Wells, Research Associate; Doritha R. Brown, Research Assistant; and to the CUPA Executive Committee for its continued support of this annual national survey. Appreciation is also sincerely expressed to all members of the CUPA Survey Advisory Committee who have served over the past few years for their enthusiasm and insights.

At Appalachian State University, Chancellor Francis T. Borkowski and Dr. Harvey R. Durham, Provost and Vice Chancellor for Academic Affairs, respectively, supported the survey through graduate research assistants. This survey could not have been completed without the chancellor's and provost's professional interest and budgetary support. The following valued colleagues at Appalachian State University served as coresearchers and coauthors:

Louise Barrett, Researcher, Office of Equal Opportunity Programs
Ruby Dunn, Administrative Assistant, Office of Equal Opportunity Programs
Keith Alexander Erwin, graduate student in Political Science
Kimberly Michell Murdock, graduate student in Psychology

M. L. Gilliam of Gilliam Associates served as codirector of the project and provided the final crucial link in the effort. This survey used his model for both collecting and analyzing the data. He was ably assisted by his colleague, Lee Tarrant, Assistant Director of Institutional Research, Oklahoma State University.

Finally, very special thanks go to those 531 private college and university presidents and chancellors whose institutions participated in this survey.

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EXECUTIVE SUMMARY

For the fourteenth consecutive year (1982-83 through 1995-96) the College and University Personnel Association (CUPA) in Washington, DC, in conjunction with Appalachian State University in Boone, NC, has researched and produced an annual survey of faculty salaries by discipline and rank in the nation's private four-year colleges and universities. This current survey, the CUPA *1995-96 National Faculty Salary Survey by Discipline and Rank in Private Four-Year Colleges and Universities*, involved 531 private colleges and universities.

A "broad brush" comparison of increases in annual overall salary averages for all participating institutions over the last seven years (beginning with a comparison of the "base year" of 1988-89) is listed below. Please note that although a majority of colleges and universities participate year to year, there is a significant portion of colleges and universities that change. The survey results indicate that in 1995-96 the overall average salary for all ranks is $47,660 and the overall annual increase in salaries is 2.56 percent.

Survey Year:	"Base Year" 1988-89	1989-90	1990-91	1991-92	1992-93	1993-94	1994-95	1995-96
Number of Institutions:	470	460	494	517	487	490	514	531
Number of Faculty:	45,698	43,533	47,264	47,629	46,162	47,071	50,026	53,459
Average Salary for All Ranks:	$35,874	$36,818	$39,683	$41,349	$42,786	$44,941	$46,472	$47,660
Percentage Increase of Salary Annually:	0.0%	2.63%	7.78%	4.20%	3.48%	5.03%	3.41%	2.56%

A further review of the faculty salary data reported shows the following results:

Average Salaries

Again this year, the Discipline/Major Field of Engineering/Engineering leads the salary survey in overall average salaries ($65,244) with a Salary Factor of 1.37, or 37 percent above the average (1.00) of all 55 Disciplines/Major Fields. The "top five" for 1995-96 are as follows:

1. Engineering/Engineering ..... 1.37 - $65,244
2. Business Management and Administrative Services/Business Marketing and Marketing Management ..... 1.22 - $58,347
3. Social Sciences and History/Economics, General ..... 1.21 - $57,446
4. Physical Sciences/Physical Sciences ..... 1.20 - $57,320
5. Health Professions and Related Sciences/Public Health, General ..... 1.20 - $57,091

Twenty-one (38 percent) of the 55 Disciplines/Major Fields had average salaries above the 1.00 overall average. Also, 32 of the Disciplines/Major Fields had at least one faculty member's salary of $100,000 or more for the 9-10 month academic year.

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Faculty Mix Percentage

Although the average Faculty Mix Percentage (Fac Mix) of professors in the survey was 33.5 percent, 11 Disciplines/Major Fields had more than 40 percent of their faculty at the professor rank. Those five disciplines with the highest percentages of average Fac Mix at the professor rank are as follows:

1. Physical Sciences/Physical Sciences 56.9%
2. Physical Sciences/Geology 51.3%
3. Physical Sciences/Physics, General 50.2%
4. Physical Sciences/Chemistry 45.7%
5. Social Sciences and History/History, General 45.4%

Those with the lowest percentages at the professor rank are as follows:

1. Health Professions and Related Sciences/Physical Therapy 05.9%
2. Health Professions and Related Sciences/Occupational Therapy 07.4%
3. Health Professions and Related Sciences/Nursing (R.N. Training) 09.4%

The average percentage of New Assistant Professors (New Asst Profs) in the survey is 4.7 percent. Those Disciplines/Major Fields with the highest percentages of New Asst Profs are as follows:

1. Health Professions and Related Sciences/Physical Therapy 09.6%
2. Protective Services 09.0%
3. Business Management and Administrative Services/Enterprise Management and Operation, General 08.3%
4. Health Professions and Related Sciences/Occupational Therapy 07.4%

Obviously, numerous analyses of the data may be made from the survey. To address individual institutional data needs, "Special Studies" (computer printouts) of 10 or more institutions are available from the data base and may be requested from CUPA for a nominal fee. These studies consist of salary comparisons between either an institution and 10 or more other institutions or salary comparisons of institutions with similar sets of characteristics (i.e., enrollment, faculty, administrative staff, geographical location, and/or budget). **Confidentiality of data is guaranteed**—no institutional datum is released. *Please see the Special Study Order Form on page 37.*

Finally, a series of articles describing the changes in average salary within individual Disciplines/Major Fields and specific ranks compared with the Consumer Price Index over time are written annually by Dr. Richard D. Howe, Director of the CUPA Faculty Salary Surveys (private and public), and are published in ERIC's *Resources in Education*. Each article consists of four-year, salary-trend data from the CUPA data base on a "rolling" basis for most of the applicable Disciplines/Major Fields beginning in 1986 for the years 1982-83 through 1985-86, etc., using data from the same institutions for both study years.

INTRODUCTION

The Background

The College and University Personnel Association (CUPA) is dedicated to supporting human resource professionals associated with higher education around the world by disseminating current theory, methodology, and research results on human resource issues.

In 1974, the CUPA Board of Directors proposed the development of a faculty compensation survey (page 2, CUPA Wingspread Conference, March 1977; and September 1977, Chairman's Report). The CUPA Faculty and Staff Relations Council took responsibility for planning, developing, and conducting a pilot model of faculty salaries by discipline and by rank. In 1980, the council developed a pilot faculty salary questionnaire along with rationale, instructions, and definitions. They sent the questionnaires to colleagues in 13 diverse CUPA colleges and universities for their review and comments. A review of the respondents' comments indicated that a model already in use by Oklahoma State University to gather similar data best met survey needs. The results of the review process were submitted by the council to the CUPA Board of Directors for approval.

Once the board granted permission, CUPA representatives met with appropriate officials at the American Association of State Colleges and Universities (AASCU) to mount a pilot study of 21 general and specific disciplines among the AASCU members. Later, during 1982-83, a similar survey, which included many more disciplines/program areas, was mounted for private colleges and universities with 299 institutions participating.

Subsequently, 355 private colleges and universities participated in 1983-84, 451 participated in 1984-85, 440 participated in 1985-86, 478 participated in 1986-87, 475 participated in 1987-88, 470 participated in 1988-89, 460 participated in 1989-90, 494 participated in 1990-91, 517 participated in 1991-92, 487 participated in 1992-93, 490 participated in 1993-94, 514 participated in 1994-95, and 531 participated in this academic year, 1995-96.

This 1995-96 survey is a further step in the long-term plan to collect as complete information about faculty salaries as possible. Sustained collection of data on the same number of disciplines and institutions over a number of years eventually will establish a data base capable of extensive analyses of faculty salaries. Continuing this year, 1995-96, the survey is conducted every fall semester and includes most of the 50 two-digit program areas defined in *A Classification of Instructional Programs, 1990*, and many of the four-and six-digit areas. The results are released early in the year so that the most current data available can be effectively used by line administrators.

For the twelfth straight year additional information was collected from participating colleges and universities which held collective bargaining contracts with their faculty. This information is another example of a "special study" that can be requested by institutions from CUPA for a nominal fee. The names of all participating institutions for the past 10 years of the survey are listed in Appendix A. We encourage institutions to participate each year so we can provide them with relevant and timely trend data in addition to the special studies that may be requested.

The reader's comments, suggestions, and questions are appreciated at any time and should be directed to CUPA or to Dr. Richard D. Howe at Appalachian State University.

The Need

Data of faculty compensation currently are being collected each year by the National Center for Education Statistics. The data, however, are not collected at the level of detail required to answer basic questions pertaining to variances in salaries between and among disciplines and ranks. Specifically, data about salaries at different ranks and within specific disciplines for different types of institutions are missing. The need to address problems of salary administration with respect to postsecondary faculty in different disciplines and ranks motivated the decision to conduct this survey.

Applications

This survey attempts to address these needs by collecting data on 55 disciplines of participating private four-year colleges and universities in the United States and comparing the average, low, and high salaries by faculty ranks across these disciplines. The disciplines selected for this survey are those that are most likely to be taught in the 531 private institutions that participated in the survey this year. Percentages of teaching faculty by rank in a given discipline also were collected.

Such comparative information can be useful to the postsecondary administrator in at least two ways. The community of postsecondary institutions may be thought of as an academic marketplace. Faculty and administrators negotiate remuneration for services of teaching and other responsibilities. In this marketplace, a faculty member needs to know what to request, based on the salaries of his or her peers. The administrator needs to know how much to pay for quality faculty without committing more than he or she can justify for the budget.

Detailed salary information also is useful in long-range budgetary planning. Applying estimates of changes in costs, such as the Consumer Price Index or the Higher Education Price Index, to faculty salaries will enable a postsecondary administrator to project future faculty salary costs.

The use of the salary information is enhanced by knowing the characteristics of the institutions in the comparison group. This faculty salary survey collects institutional characteristics such as classification, affiliation, geographical location, budget, and Full Time Equivalency (FTE) for student enrollment, faculty, and staff. An institution can request special studies comparing itself with a group of peers—10 or more institutions—using these characteristics for selection. These special studies are available through CUPA. No individual institutional data will be released by CUPA. The special studies are aggregate data of 10 or more institutions and with four or more data elements in each cell.

For the twelfth straight year, participating institutions may request, for a nominal fee, percentile rank (PR) studies that will provide them with both a percentile ranking for each discipline and for each rank in each discipline in comparison with 10 or more other participating institutions. Most important, CUPA is able to provide a participating institution with the amount of additional funds it would take to increase its average salary by discipline and rank to a higher PR—e.g., from a 40 PR to a 50 PR. This application of percentile ranking has become an important and relevant aspect of our annual faculty salary survey, and participating institutions are encouraged to take advantage of this service.

Other institutions that have participated in at least one of the surveys may have their data compared with data in any configuration of 10 or more institutions. (Please understand that only cells with four or more data elements are used.) Institutions that have *not* participated in any of the surveys may still request salary data of 10 or more institutions that have participated in any one or more of the surveys.

To order a Special Study, please use the Order Form on page 37.

HIGHLIGHTS

Methodology

This CUPA *1995-96 National Faculty Salary Survey by Discipline and Rank in Private Four-Year Colleges and Universities* provides data collected and tabulated about full-time salaries for faculty in 55 selected Disciplines/Major Fields. These were chosen from among the academic areas defined by *A Classification of Instructional Programs 1990, (CIP)*. A list of Disciplines/Major Fields used in this survey can be found on pages xiii-xv. The faculty salaries of 53,459 faculty members are found in the Data Tables. The list of 531 private four-year institutions that participated in the 1995-96 survey is found in Appendix A. Also listed in Appendix A are all of the private four-year colleges and universities that have participated in the annual survey from 1986-87 through 1995-96.

Analysis of Data

To organize the data and permit comparisons among disciplines and by ranks, the following variables were selected: average salary, high salary, low salary, and number of faculty for a given rank and discipline. The variables and other terms arrived at in the tabulations of the data are defined in the following section.

Note: Users of this survey may find the category "New Assistant Professor" especially useful in making hiring decisions since most new faculty in academe are hired at this rank.

Definition of Terms

Salary—based on a 9- or 10-month academic year salary of full-time faculty only. Does not include any faculty members teaching less than 51 percent of time. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data.

Average Salary—based on the survey information with the assumption that all employees were full-time. The average salary displayed is an average of all faculty reported for a given rank and discipline.

High Salary—the highest salary for any full-time individual of the defined group for which the information is reported.

Low Salary—the lowest salary for any full-time individual of the defined group for which the information is reported.

Fac Mix—the percentage of faculty in a given Discipline/Major Field who hold a given academic rank. For example, the Fac Mix factor of 40.1 percent for associate professor in the Discipline/Major Field of Area, Ethnic, and Cultural Studies means that 40.1 percent of the faculty in that Discipline/Major Field hold the rank of associate professor.

Salary Factor—for a given rank of a given Discipline/Major Field, the ratio of the average salary to the total average salary of all institutions. For example, a Salary Factor of 1.25 for assistant professor of accounting means that the salary is 25 percent higher than the average salary of all assistant professors of all institutions who participated in the survey.

Rank—the data are arrayed among the following academic ranks: Professor, Associate Professor, Assistant Professor, New Assistant Professor, and Instructor. The rank of "Lecturer" is not included in the survey.

Num—the number of faculty members whose salaries were included to compute the average salary.

Ins—the number of institutions that have reported salary data for a given academic rank and a given Discipline/Major Field.

Participating Institutions—the number of institutions responding to the survey questionnaire.

New Asst Prof—the grouping of assistant professors who were hired for the first time in fall 1995. All data for this group were included in the Asst Prof group for reporting purposes. This group is used mainly for new hiring information.

Examples of Analyses

Although no overall analysis has been undertaken in this report, it is important to illustrate the types of analyses possible using the data available. The following tables show the comparative potential of the data for two major fields: Business/Managerial Economics and Communications:

1. *Size of the Sample*. The user should note the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. The number of faculty and the number of institutions were much lower for Business/Managerial Economics (BE) as compared with Communications (C):

	Num	Ins
BE	588	129
C	1,369	298

2. *Average Salary*. The average salary for every rank in Business/Managerial Economics was higher than in Communications:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	62,070	51,304	44,721	42,580	34,720	52,219
C	52,350	43,014	35,232	34,227	28,940	40,592

3. *High and Low Salaries*. In Business/Managerial Economics the high salaries in every rank are higher than in Communications, and the low salaries are also higher in Business/Managerial Economics than in Communications, except for the rank of New Asst Prof.

High Salary:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	116,070	87,787	77,534	75,000	44,899	116,070
C	88,550	70,259	54,980	50,858	44,790	88,550

Low Salary:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	33,007	30,000	21,453	23,220	22,300	21,543
C	29,915	17,135	19,601	24,000	12,000	12,000

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4. *Faculty Mix* (Fac Mix). The percentages of faculty in each rank are dissimilar. For example, in Business/Managerial Economics, 29.4 percent of the faculty hold the rank of Professor compared with Communications where 21.2 percent of the faculty hold the rank of Professor. This comparison clearly indicates that Business/Managerial Economics is an "older" discipline whereas Communications is a relatively "newer" discipline. The comparisons for all ranks between the two major fields are as follows (note that the New Asst Prof percentage is included in Asst Prof):

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	29.4%	39.5%	29.1%	4.6%	2.0%	100.0%
C	21.2%	30.1%	39.0%	6.3%	9.7%	100.0%

It is interesting to note how the faculty mix percentage differs among a relatively "newer" major field such as Nursing (N) and an "older" field such as Philosophy and Religion (PR), and also how these differences compare with the overall average of All Major Fields (AMF) in the study. The comparisons for the major fields of Nursing (N), Philosophy and Religion (PR), and for the overall study average of All Major Fields (AMF) are noted below:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
N	9.4%	26.9%	46.7%	5.6%	17.0%	100.0%
PR	40.9%	29.1%	27.6%	4.5%	2.4%	100.0%
AMF	33.4%	31.3%	30.3%	4.7%	4.9%	100.0%

5. *Salary Factor*. This variable permits comparisons between the average salary of faculty in a given rank of a given discipline and the average salary of all faculty members in that rank in all the disciplines of all reporting institutions. A constant number, 1.00 (100%), represents the average salary of all faculty in that rank for all reporting institutions. The following data show, for example, that in Business/Managerial Economics the average salary of Professor is 2 percent above the average salary of all Professors from all reporting institutions (1.00), and is 16 percent above the average salary of Professors in Communications. The salary factors also show that for every rank, the salary factor (average salary) for Business/Managerial Economics faculty is higher than the average salary for Communications faculty:

	Professor	Assoc Prof	Asst Prof	New Asst Prof	Instructor	All Ranks
BE	1.02	1.12	1.18	1.19	1.15	1.10
C	0.86	0.94	0.93	0.96	0.96	0.85

CLASSIFICATION OF INSTRUCTIONAL PROGRAMS

Each participating institution in this CUPA survey of faculty salaries by discipline and rank is requested to supply appropriate salary information for the following selected major fields as described in *A Classification of Instructional Programs, 1990* (*CIP*) National Center for Education Statistics, U.S. Department of Education. This is the "new" classification and it updates the "old" 1985 version.

In the left column are listed the codes of the selected major fields ("a summary of groups of instructional programs" or "an instructional program") in the survey.

In the right column are listed titles and descriptions of selected major fields in the survey ("a summary of groups of instructional programs" or "an instructional program").

01.	**AGRICULTURAL BUSINESS AND PRODUCTION.** A summary of groups of instructional programs that prepares individuals to apply scientific knowledge, methods, and techniques to agricultural business and production.
04.	**ARCHITECTURE AND RELATED PROGRAMS.** A summary of groups of instructional programs that describes the principles and methods used to create, adapt, alter, preserve, and control human physical and social surroundings and habitations.
05.	**AREA, ETHNIC, AND CULTURAL STUDIES.** A summary of groups of instructional programs that describes the history, society, politics, culture, and economics of a particular geographic region, or a particular subset of the population sharing common characteristics, traits, and customs.
09.	**COMMUNICATIONS.** A summary of groups of instructional programs that describes the creation, transmission, and evaluation of messages.
10.0101	**EDUCATIONAL/INSTRUCTIONAL MEDIA TECH/TECHNICIAN.** A group of instructional programs that prepares individuals to support and assist communications professionals and skilled communications workers.
11.	**COMPUTER AND INFORMATION SCIENCES.** A summary of groups of instructional programs that describes the design, development, and operation of electronic data storage and processing systems, including hardware and software.
13.	**EDUCATION.** A summary of groups of instructional programs that describes the theory and practice of learning and teaching and related research, administrative, and support services.
13.0301	**CURRICULUM AND INSTRUCTION.** An instructional program that describes the study of the curriculum and related instructional processes and tools and that may prepare individuals to serve as professional curriculum specialists. Includes instruction in curriculum theory, curriculum design and planning, instructional material design and evaluation, curriculum evaluation, and applications to specific subject-matter, programs, or educational levels.
13.0401	**EDUCATION ADMINISTRATION AND SUPERVISION, GENERAL.** An instructional program that generally describes the study of the principles and techniques of administering a wide variety of schools and other educational organizations and facilities, supervising educational personnel at the school or staff level, and that may prepare individuals as general administrators and supervisors.
13.1001	**SPECIAL EDUCATION, GENERAL.** An instructional program that generally describes the design and provision of teaching and other educational services to children or adults with special learning needs or disabilities and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual education plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.
13.1101	**COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES.** An instructional program that prepares individuals to apply the theory and principles of guidance and counseling to the provision of support for the personal, social, educational, and vocational development of students, and the organizing of guidance services within elementary, middle, and secondary educational institutions. Includes instruction in legal and professional requirements, therapeutic counselor intervention, vocational counseling, and related socio-psychological foundations.
13.13	**TEACHER EDUCATION, SPECIFIC ACADEMIC AND VOCATIONAL PROGRAMS.** A group of instructional programs that prepares individuals to teach subject matter in specific academic and vocational programs at various educational levels.
13.1315	**READING TEACHER EDUCATION.** An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various educational levels.
14.	**ENGINEERING.** A summary of groups of instructional programs that prepares individuals to apply mathematical and scientific principles to the solution of practical problems for the benefit of society.
15.	**ENGINEERING-RELATED TECHNOLOGIES.** A summary of groups of instructional programs that prepares individuals to apply basic engineering principles and technical skills in support of engineering and related projects.
16.	**FOREIGN LANGUAGES AND LITERATURES.** A summary of groups of instructional programs that describes the study of languages other than English, and the study of related aspects of foreign literatures and cultures.
19.	**HOME ECONOMICS.** A summary of groups of instructional programs that describes the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, homes and families and the effects of these factors on society and the workplace.

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23. **ENGLISH LANGUAGE AND LITERATURE/LETTERS.** A summary of groups of instructional programs that describes the structure and use of the English language and dialects, speech, writing, and various aspects of the literatures and cultures of the English-speaking peoples.

25. **LIBRARY SCIENCE.** A summary of groups of instructional programs that describes the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use. (If your professional librarians have "faculty status," please include them along with your professors.)

26. **BIOLOGICAL SCIENCES/LIFE SCIENCES.** A summary of groups of instructional programs that describes the scientific study of living organisms and their systems.

27. **MATHEMATICS.** A summary of groups of instructional programs that describes the systematic study of logical symbolic language and its applications.

30. **MULTI/INTERDISCIPLINARY STUDIES.** A summary of groups of instructional programs, the components of which derive from two or more separate instructional programs.

31. **PARKS, RECREATION, LEISURE, AND FITNESS STUDIES.** A summary of groups of instructional programs that describes the principles and practices of managing parks and other recreational and fitness facilities; providing recreational, leisure, and fitness services; and the study of human fitness.

38. **PHILOSOPHY AND RELIGION.** A summary of groups of instructional programs that describes the study of modes, methods, and types of logical inquiry; and the study of organized systems of belief and related practices.

39. **THEOLOGICAL STUDIES AND RELIGIOUS VOCATIONS.** A summary of groups of instructional programs that describes the study of religious beliefs, doctrines, and practices from the intramural standpoint of a particular faith; and that prepare individuals for the professional practice of religious vocations.

40. **PHYSICAL SCIENCES.** A summary of groups of instructional programs that describes the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.

40.0501 **CHEMISTRY, GENERAL.** A group of instructional programs that generally describes the scientific study of the composition and behavior of matter, including its micro- and macro-structure, the processes of chemical change, and the theoretical description and laboratory simulation of these phenomena.

40.0601 **GEOLOGY.** A group of instructional programs that describes the natural history and physical properties of the earth.

40.0801 **PHYSICS, GENERAL.** An instructional program that generally describes the scientific study of matter and energy and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.

42. **PSYCHOLOGY.** A summary of groups of instructional programs that describes the scientific study of the behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional, and neurological activity.

43. **PROTECTIVE SERVICES.** A summary of groups of instructional programs that describes the principles and procedures for providing police, fire, and other safety services, and for managing penal institutions.

44.0701 **SOCIAL WORK.** An instructional program that prepares individuals for the professional practice of social welfare administration and counseling and that describes the study of organized means of providing basic support services for vulnerable individuals and groups. Includes instruction in social welfare policy; case work planning; social counseling and intervention strategies; administrative procedures and regulations; and specific applications in areas such as child welfare and family services, probation, employment services, and disability counseling.

45.0101 **SOCIAL SCIENCES, GENERAL.** An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.

45.0201 **ANTHROPOLOGY.** An instructional program that describes the systematic study of human beings, their antecedents and related primates, and their cultural behavior and institutions, in comparative perspective. Includes instruction in biological/physical anthropology, primatology, human paleontology and prehistoric archeology, hominid evolution, anthropological linguistics, ethnography, ethnology, ethnohistory, socio-cultural anthropology, psychological anthropology, research methods, and applications to areas such as medicine, forensic pathology, museum studies, and international affairs.

45.0601 **ECONOMICS, GENERAL.** An instructional program that generally describes the systematic study of the production, conservation, and allocation of resources in conditions of scarcity, together with the organizational frameworks related to these processes. Includes instruction in economic theory, micro- and macro-economics, comparative economic systems, money and banking systems, international economics, quantitative analytical methods, and applications to specific industries and public policy issues.

45.0701 **GEOGRAPHY.** An instructional program that describes the systematic study of the spatial distribution and interrelationships of people, natural resources, plant, and animal life. Includes instruction in historical and political geography, cultural geography, economic and physical geography, regional science, cartographic methods, remote sensing, spatial analysis, and applications to areas such as land-use planning, development studies, and analyses of specific countries, regions, and resources.

45.0801 **HISTORY, GENERAL.** An instructional program that generally describes the study and interpretation of the past, including the gathering, recording, synthesizing, and criticizing of evidence and theories about past events. Includes instruction in historiography; historical research methods; studies of specific periods, issues, and cultures; and applications to areas such as historic preservation, public policy, and records administration.

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45.1001 **POLITICAL SCIENCE AND GOVERNMENT, GENERAL.** An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in political philosophy, political theory, comparative government and politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.

45.1101 **SOCIOLOGY.** An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure, social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.

50. **VISUAL AND PERFORMING ARTS.** A summary of groups of instructional programs that describes the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.

50.0501 **DRAMA/THEATER ARTS, GENERAL.** A group of instructional programs that describe the study of drama and the theater and the professional production and performance of dramatic works.

50.0701 **ART, GENERAL.** A group of instructional programs that prepares individuals as professional studio artists and arts managers and that describe the study of art.

50.0901 **MUSIC, GENERAL.** An instructional program that generally describes the study and appreciation of music and the study of music performance. Includes instruction in principles of harmony, musical notation, musical styles, the historical development of music, and the fundamentals of various musical instruments.

51.0204 **SPEECH PATHOLOGY AND AUDIOLOGY.** An instructional program that prepares individuals to provide therapeutic care to people with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing and communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitation; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.

51.1601 **NURSING (R.N. TRAINING).** An instructional program that generally prepares individuals in the knowledge, techniques, and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in the administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.

51.2201 **PUBLIC HEALTH, GENERAL.** A group of instructional programs that prepares individuals to provide publicly supervised health services to community, regional, national, and international health services.

51.2306 **OCCUPATIONAL THERAPY.** An instructional program that prepares individuals to employ self-care, work, and play activities as therapeutic regimes for patients to increase independent functioning, enhance development, and assist recovery from disability. Includes instruction in adapting therapeutic tasks or environments to achieve maximum independence and enhance the quality of life for each patient.

51.2308 **PHYSICAL THERAPY.** An instructional program that prepares individuals, on referral by a physician, to evaluate patients and plan and execute treatment programs to prevent or remediate physical dysfunction, relieve pain, and prevent further disability. Includes instruction in patho- and therapeutic kinesiology, equipment design and maintenance, treatment regimes, and the evaluation of skeletal, neurological, and cardiovascular disorders. Also includes instruction in patient counseling, personnel supervision, and record keeping.

52. **BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES.** A summary of groups of instructional programs that prepares individuals to perform managerial, research, and technical support functions related to the commercial and/or nonprofit production, buying, and selling of goods and services.

52.0201 **BUSINESS ADMINISTRATION AND MANAGEMENT, GENERAL.** An instructional program that generally prepares individuals to plan, organize, direct, and control the functions and processes of a firm or organization. Includes instruction in management theory, human resource management and behavior, accounting and other quantitative methods, purchasing and logistics, organization and production, marketing, and business decision making.

52.0301 **ACCOUNTING.** An instructional program that prepares individuals to practice the profession of accounting and to perform related business functions. Includes instruction in accounting principles and theory, financial accounting, managerial accounting, cost accounting, budget control, tax accounting, legal aspects of accounting, auditing, reporting procedures, statement analysis, planning and consulting, business information systems, accounting research methods, professional standards and ethics, and applications to specific for-profit, public, and nonprofit organizations.

52.0401 **ADMINISTRATIVE ASSISTANT/SECRETARIAL SCIENCE, GENERAL.** A group of instructional programs that prepares individuals to provide administrative and office support services.

52.0601 **BUSINESS/MANAGERIAL ECONOMICS.** An instructional program that describes the application of economics principles to the analysis of the organization and operation of business enterprises. Includes instruction in monetary theory, banking, and financial systems, theory of competition, pricing theory, wage and salary/incentive theory, analysis of markets, and applications of econometrics and quantitative methods to the study of particular businesses and business problems.

52.0701 **ENTERPRISE MANAGEMENT AND OPERATION, GENERAL.** A group of instructional programs that prepares individuals to develop, own, and operate businesses.

52.1401 **BUSINESS MARKETING AND MARKETING MANAGEMENT.** A group of instructional programs that prepares individuals to provide services for moving goods and services from producer to consumer and to manage such services.

List of Selected Disciplines and Major Fields and the Data Tables

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FACULTY SALARY STUDY
COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : AGRICULTURAL BUSINESS AND PRODUCTION
DISCIPLINE : Agricultural Business and Production 010000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	51,964	27	11	44,922	19	11	34,217	23	13	36,645	4	4	27,269	4	4	43,186	73	18
HIGH	84,465			61,563			51,650			42,053			30,929			84,465		
LOW	33,553			32,170			25,500			33,180			23,220			23,220		
FAC MIX	37.0%			26.0%			31.5%			5.5%			5.5%			100.0%		
SAL FACTOR	0.85			0.98			0.90			1.03			0.90			0.91		

CATEGORY : ARCHITECTURE AND RELATED PROGRAMS
DISCIPLINE : Architecture and Related Programs 040000

AVERAGE	64,250	92	16	46,622	106	19	40,277	74	17	36,192	13	5	32,067	26	7	49,218	298	22
HIGH	117,900			76,700			70,400			49,000			41,000			117,900		
LOW	38,300			26,780			27,038			30,000			22,000			22,000		
FAC MIX	30.9%			35.6%			24.8%			4.4%			8.7%			100.0%		
SAL FACTOR	1.05			1.02			1.06			1.01			1.06			1.03		

CATEGORY : AREA, ETHNIC, AND CULTURAL STUDIES
DISCIPLINE : Area, Ethnic, and Cultural Studies 050000

AVERAGE	59,133	36	15	46,280	57	25	39,385	44	22	36,959	10	7	27,010	5	3	46,723	142	39
HIGH	81,570			68,130			57,705			46,000			30,000			81,570		
LOW	36,850			13,656			18,000			18,000			24,050			13,656		
FAC MIX	25.4%			40.1%			31.0%			7.0%			3.5%			100.0%		
SAL FACTOR	0.97			1.01			1.04			1.03			0.89			0.98		

CATEGORY : COMMUNICATIONS
DISCIPLINE : Communications 090000

AVERAGE	52,350	293	135	43,014	415	182	35,232	539	222	34,227	87	68	28,940	134	90	40,592	1381	298
HIGH	88,550			70,259			54,980			50,858			44,790			88,550		
LOW	29,915			17,135			19,601			24,000			12,000			12,000		
FAC MIX	21.2%			30.1%			39.0%			6.3%			9.7%			100.0%		
SAL FACTOR	0.86			0.94			0.93			0.96			0.96			0.85		

CATEGORY : COMMUNICATIONS TECHNOLOGIES
DISCIPLINE : Educational/Instructional Media Tech./Technician 100101

AVERAGE	56,324	28	14	45,857	53	18	37,984	44	20	38,265	8	5	30,778	15	9	43,861	140	31
HIGH	84,000			61,200			51,510			44,308			38,665			84,000		
LOW	39,529			31,000			26,510			30,000			22,445			22,445		
FAC MIX	20.0%			37.9%			31.4%			5.7%			10.7%			100.0%		
SAL FACTOR	0.92			1.00			1.00			1.07			1.02			0.92		

FACULTY SALARY STUDY
COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : COMPUTER AND INFORMATION SCIENCES
DISCIPLINE : Computer and Information Sciences 110000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	65,607	289	134	49,474	482	216	41,174	448	226	39,013	81	60	31,346	79	57	49,098	1298	334
HIGH	167,000			97,250			68,237			58,160			53,650			167,000		
LOW	19,200			20,475			16,500			16,500			20,008			16,500		
FAC MIX	22.3%			37.1%			34.5%			6.2%			6.1%			100.0%		
SAL FACTOR	1.08			1.08			1.09			1.09			1.04			1.03		

CATEGORY : EDUCATION
DISCIPLINE : Education 130000

AVERAGE	54,621	613	236	42,572	743	280	35,403	877	298	34,215	168	122	29,381	142	79	42,246	2375	363
HIGH	106,333			75,164			61,705			50,500			43,680			106,333		
LOW	26,664			18,842			12,000			12,000			15,000			12,000		
FAC MIX	25.8%			31.3%			36.9%			7.1%			6.0%			100.0%		
SAL FACTOR	0.90			0.93			0.94			0.96			0.97			0.89		

CATEGORY : EDUCATION
DISCIPLINE : Curriculum and Instruction 130301

AVERAGE	56,345	58	19	46,360	42	18	38,992	42	17	38,394	7	4	31,731	9	4	47,274	151	27
HIGH	81,346			65,337			52,145			44,000			39,342			81,346		
LOW	25,000			32,200			26,250			28,000			25,250			25,000		
FAC MIX	38.4%			27.8%			27.8%			4.6%			6.0%			100.0%		
SAL FACTOR	0.93			1.01			1.03			1.07			1.05			0.99		

CATEGORY : EDUCATION
DISCIPLINE : Education Administration and Supervision, General 130401

AVERAGE	57,681	54	18	44,548	53	25	39,269	34	19	41,147	3	3	34,074	5	2	47,818	146	38
HIGH	90,819			69,950			60,600			45,510			37,600			90,819		
LOW	35,990			22,787			25,000			38,130			28,572			22,787		
FAC MIX	37.0%			36.3%			23.3%			2.1%			3.4%			100.0%		
SAL FACTOR	0.95			0.97			1.04			1.15			1.13			1.00		

CATEGORY : EDUCATION
DISCIPLINE : Special Education, General 131001

AVERAGE	58,574	44	24	44,974	52	31	34,885	55	41	33,943	9	9	26,912	11	8	44,016	162	62
HIGH	97,000			69,773			49,275			41,625			33,000			97,000		
LOW	33,500			26,355			24,400			24,400			19,178			19,178		
FAC MIX	27.2%			32.1%			34.0%			5.6%			6.8%			100.0%		
SAL FACTOR	0.96			0.98			0.92			0.95			0.89			0.92		

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FACULTY SALARY STUDY

COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : EDUCATION
DISCIPLINE : Counselor Educ/Student Counseling and Guidance Services 131101

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	58,924	57	24	45,033	66	31	37,494	64	34	36,547	13	9	33,392	2	2	46,546	189	49
HIGH	88,561			64,818			52,500			41,000			35,000			88,561		
LOW	34,259			22,944			21,752			32,727			31,784			21,752		
FAC MIX	30.2%			34.9%			33.9%			6.9%			1.1%			100.0%		
SAL FACTOR	0.97			0.98			0.99			1.02			1.10			0.98		

CATEGORY : EDUCATION
DISCIPLINE : Teacher Education/ Specific Academic & Vocational Pgms 131300

AVERAGE	49,970	143	71	41,191	212	82	34,720	254	81	33,734	37	28	28,082	31	24	39,949	640	109
HIGH	81,000			73,649			60,000			60,000			38,581			81,000		
LOW	27,000			26,757			23,000			24,255			11,350			11,350		
FAC MIX	22.3%			33.1%			39.7%			5.8%			4.8%			100.0%		
SAL FACTOR	0.82			0.90			0.92			0.94			0.93			0.84		

CATEGORY : EDUCATION
DISCIPLINE : Reading Teacher Education 131315

AVERAGE	62,094	10	9	44,449	17	13	33,940	21	16	27,333	3	3	29,779	3	3	42,718	51	30
HIGH	90,731			68,092			49,164			30,000			31,058			90,731		
LOW	46,998			30,885			22,500			24,000			29,070			22,500		
FAC MIX	19.6%			33.3%			41.2%			5.9%			5.9%			100.0%		
SAL FACTOR	1.02			0.97			0.90			0.77			0.99			0.90		

CATEGORY : ENGINEERING
DISCIPLINE : Engineering 140000

AVERAGE	78,917	1121	71	57,273	800	73	49,706	529	69	48,458	57	29	37,132	26	12	65,244	2476	82
HIGH	143,050			96,000			67,776			62,573			60,000			143,050		
LOW	33,037			27,110			27,443			27,443			23,600			23,600		
FAC MIX	45.3%			32.3%			21.4%			2.3%			1.1%			100.0%		
SAL FACTOR	1.30			1.25			1.31			1.36			1.23			1.37		

CATEGORY : ENGINEERING-RELATED TECHNOLOGIES
DISCIPLINE : Engineering-Related Technologies 150000

AVERAGE	60,767	78	19	46,925	78	19	40,766	62	22	43,170	10	6	36,583	5	4	49,822	223	28
HIGH	99,940			69,442			57,931			52,228			45,457			99,940		
LOW	36,465			34,000			29,711			35,000			31,724			29,711		
FAC MIX	35.0%			35.0%			27.8%			4.5%			2.2%			100.0%		
SAL FACTOR	1.00			1.03			1.08			1.21			1.21			1.05		

FACULTY SALARY STUDY

COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : FOREIGN LANGUAGES AND LITERATURES
DISCIPLINE : Foreign Languages and Literatures 160000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	59,347	670	235	44,371	757	264	36,045	776	284	33,141	114	92	29,132	190	111	44,654	2393	383
HIGH	142,520			77,600			62,541			45,000			47,139			142,520		
LOW	26,093			26,545			15,600			18,750			12,600			12,600		
FAC MIX	28.0%			31.6%			32.4%			4.8%			7.9%			100.0%		
SAL FACTOR	0.97			0.97			0.95			0.93			0.96			0.94		

CATEGORY : HOME ECONOMICS
DISCIPLINE : Home Economics 190000

AVERAGE	47,383	26	19	40,669	51	29	36,661	54	30	33,617	7	7	27,500	13	8	39,190	144	42
HIGH	75,000			59,140			50,314			44,810			38,500			75,000		
LOW	33,085			28,611			14,022			27,500			15,000			14,022		
FAC MIX	18.1%			35.4%			37.5%			4.9%			9.0%			100.0%		
SAL FACTOR	0.78			0.89			0.97			0.94			0.91			0.82		

CATEGORY : ENGLISH LANGUAGE AND LITERATURE/LETTERS
DISCIPLINE : English Language and Literature/Letters 230000

AVERAGE	56,536	1550	418	42,277	1208	395	34,171	1147	389	32,221	184	140	26,106	242	115	44,421	4147	477
HIGH	146,000			82,400			59,416			45,000			39,026			146,000		
LOW	12,000			21,192			15,000			19,380			12,000			12,000		
FAC MIX	37.4%			29.1%			27.7%			4.4%			5.8%			100.0%		
SAL FACTOR	0.93			0.92			0.90			0.90			0.86			0.93		

CATEGORY : LIBRARY SCIENCE
DISCIPLINE : Library Science 250000

AVERAGE	49,105	26	16	43,586	66	32	34,025	96	43	34,903	11	9	29,426	25	16	38,289	213	51
HIGH	71,709			67,921			75,000			53,000			44,000			75,000		
LOW	13,056			26,319			15,384			24,319			20,000			13,056		
FAC MIX	12.2%			31.0%			45.1%			5.2%			11.7%			100.0%		
SAL FACTOR	0.81			0.95			0.90			0.98			0.97			0.80		

CATEGORY : BIOLOGICAL SCIENCES/LIFE SCIENCES
DISCIPLINE : Biological Sciences/Life Sciences 260000

AVERAGE	58,163	1145	369	43,292	769	330	35,877	784	352	33,323	148	130	27,953	79	62	46,894	2777	456
HIGH	128,500			78,979			58,470			53,000			39,017			128,500		
LOW	26,900			23,582			12,500			12,500			12,500			12,500		
FAC MIX	41.2%			27.7%			28.2%			5.3%			2.8%			100.0%		
SAL FACTOR	0.95			0.95			0.95			0.93			0.92			0.98		

FACULTY SALARY STUDY
COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : MATHEMATICS
DISCIPLINE : Mathematics 270000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	61,560	1002	320	45,073	921	340	37,012	810	360	34,782	116	95	28,151	169	107	47,531	2902	471
HIGH	148,500			90,000			62,555			52,500			42,590			148,500		
LOW	23,351			24,969			15,824			21,680			12,000			12,000		
FAC MIX	34.5%			31.7%			27.9%			4.0%			5.8%			100.0%		
SAL FACTOR	1.01			0.98			0.98			0.97			0.93			1.00		

CATEGORY : MULTI/INTERDISCIPLINARY STUDIES
DISCIPLINE : Multi/Interdisciplinary Studies 300000

AVERAGE	52,254	52	21	43,550	58	25	33,892	57	28	29,944	6	5	28,888	12	8	42,020	179	43
HIGH	99,200			70,830			61,700			32,665			37,100			99,200		
LOW	28,366			30,845			19,782			26,464			20,910			19,782		
FAC MIX	29.1%			32.4%			31.8%			3.4%			6.7%			100.0%		
SAL FACTOR	0.86			0.95			0.90			0.84			0.96			0.88		

CATEGORY : PARKS, RECREATION, LEISURE, & FITNESS STUDIES
DISCIPLINE : Parks, Recreation, Leisure, & Fitness Studies 310000

AVERAGE	48,878	106	55	41,225	152	80	33,795	161	86	34,803	24	20	28,869	77	40	38,531	496	129
HIGH	90,635			61,010			53,997			54,946			57,200			90,635		
LOW	33,150			27,453			14,774			25,600			14,750			14,750		
FAC MIX	21.4%			30.6%			32.5%			4.8%			15.5%			100.0%		
SAL FACTOR	0.80			0.90			0.89			0.97			0.96			0.81		

CATEGORY : PHILOSOPHY AND RELIGION
DISCIPLINE : Philosophy and Religion 380000

AVERAGE	55,981	973	340	42,703	692	279	34,718	656	280	33,177	106	92	30,139	58	47	45,626	2379	421
HIGH	136,000			75,000			54,128			47,835			40,000			136,000		
LOW	22,334			21,313			20,268			25,000			21,150			20,268		
FAC MIX	40.9%			29.1%			27.6%			4.5%			2.4%			100.0%		
SAL FACTOR	0.92			0.93			0.92			0.93			1.00			0.96		

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CATEGORY : THEOLOGICAL STUDIES AND RELIGIOUS VOCATIONS
DISCIPLINE : Theological Studies and Religious Vocations 390000

AVERAGE	49,685	500	114	40,738	353	106	34,299	302	102	32,720	45	35	34,217	43	21	42,615	1198	133
HIGH	105,000			88,631			50,000			44,500			50,370			105,000		
LOW	11,678			12,300			11,678			23,191			19,579			11,678		
FAC MIX	41.7%			29.5%			25.2%			3.8%			3.6%			100.0%		
SAL FACTOR	0.82			0.89			0.91			0.92			1.13			0.89		

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FACULTY SALARY STUDY

COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : PHYSICAL SCIENCES
DISCIPLINE : Physical Sciences

400000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	69,312	189	32	45,065	65	25	39,500	69	28	32,937	8	8	30,622	9	8	57,320	332	51
HIGH	132,750			65,600			59,300			42,053			40,343			132,750		
LOW	30,000			24,255			24,473			25,644			22,534			22,534		
FAC MIX	56.9%			19.6%			20.8%			2.4%			2.7%			100.0%		
SAL FACTOR	1.14			0.98			1.04			0.92			1.01			1.20		

CATEGORY : PHYSICAL SCIENCES
DISCIPLINE : Chemistry, General

400501

AVERAGE	59,917	861	325	43,873	486	264	36,610	509	267	34,118	95	83	27,981	30	27	48,984	1886	418
HIGH	133,300			78,565			54,439			48,500			39,019			133,300		
LOW	28,157			24,954			22,325			14,150			15,000			15,000		
FAC MIX	45.7%			25.8%			27.0%			5.0%			1.6%			100.0%		
SAL FACTOR	0.98			0.96			0.97			0.96			0.93			1.03		

CATEGORY : PHYSICAL SCIENCES
DISCIPLINE : Geology

400601

AVERAGE	66,928	159	60	49,889	91	51	40,110	54	37	36,160	5	5	27,334	6	5	56,488	310	85
HIGH	102,200			67,993			52,525			42,000			39,511			102,200		
LOW	31,480			30,248			22,240			31,700			15,400			15,400		
FAC MIX	51.3%			29.4%			17.4%			1.6%			1.9%			100.0%		
SAL FACTOR	1.10			1.09			1.06			1.01			0.90			1.19		

CATEGORY : PHYSICAL SCIENCES
DISCIPLINE : Physics, General

400801

AVERAGE	66,576	648	214	47,584	358	194	39,703	271	167	36,007	37	37	30,140	14	13	55,273	1291	311
HIGH	132,750			75,350			76,200			57,000			37,154			132,750		
LOW	29,810			26,986			19,320			27,614			21,935			19,320		
FAC MIX	50.2%			27.7%			21.0%			2.9%			1.1%			100.0%		
SAL FACTOR	1.09			1.04			1.05			1.01			1.00			1.16		

CATEGORY : PSYCHOLOGY
DISCIPLINE : Psychology

420000

AVERAGE	58,578	945	336	43,533	788	329	35,726	709	337	33,941	149	110	29,623	46	40	46,765	2488	455
HIGH	146,400			80,492			55,650			50,000			44,243			146,400		
LOW	24,600			13,689			15,000			15,000			20,000			13,689		
FAC MIX	38.0%			31.7%			28.5%			6.0%			1.8%			100.0%		
SAL FACTOR	0.96			0.95			0.94			0.95			0.98			0.98		

F A C U L T Y S A L A R Y S T U D Y

COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : PROTECTIVE SERVICES
DISCIPLINE : Protective Services 430000

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	54,539	24	14	39,687	34	25	34,360	42	26	31,927	10	10	27,772	11	8	39,702	111	45
HIGH	78,356			59,886			51,895			37,500			38,335			78,356		
LOW	37,098			27,540			22,757			26,000			8,035			8,035		
FAC MIX	21.6%			30.6%			37.8%			9.0%			9.9%			100.0%		
SAL FACTOR	0.90			0.87			0.91			0.89			0.92			0.83		

CATEGORY : PUBLIC ADMINISTRATION AND SERVICES
DISCIPLINE : Social Work 440701

AVERAGE	54,181	94	49	42,830	178	94	34,857	202	104	32,083	25	21	33,232	32	23	41,149	506	144
HIGH	114,782			69,106			57,130			39,000			75,026			114,782		
LOW	32,760			25,300			23,000			23,000			20,000			20,000		
FAC MIX	18.6%			35.2%			39.9%			4.9%			6.3%			100.0%		
SAL FACTOR	0.89			0.94			0.92			0.90			1.10			0.86		

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Social Sciences, General 450101

AVERAGE	59,829	263	56	45,240	210	61	36,026	175	58	32,677	21	18	23,771	24	13	47,783	672	93
HIGH	122,900			74,000			53,753			42,000			35,175			122,900		
LOW	26,905			21,853			15,600			24,750			12,250			12,250		
FAC MIX	39.1%			31.3%			26.0%			3.1%			3.6%			100.0%		
SAL FACTOR	0.98			0.99			0.95			0.91			0.79			1.00		

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Anthropology 450201

AVERAGE	65,196	154	67	46,795	119	58	38,662	88	52	34,845	15	15	34,017	6	5	52,357	367	99
HIGH	131,200			75,200			50,000			47,836			43,000			131,200		
LOW	37,634			23,838			26,500			26,500			20,600			20,600		
FAC MIX	42.0%			32.4%			24.0%			4.1%			1.6%			100.0%		
SAL FACTOR	1.07			1.02			1.02			0.98			1.13			1.10		

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Economics, General 450601

AVERAGE	73,988	406	143	50,653	389	157	44,544	290	128	42,517	40	30	36,717	16	14	57,446	1101	219
HIGH	165,000			83,000			67,866			58,500			51,400			165,000		
LOW	31,398			28,676			25,430			29,000			24,949			24,949		
FAC MIX	36.9%			35.3%			26.3%			3.6%			1.5%			100.0%		
SAL FACTOR	1.21			1.11			1.18			1.19			1.21			1.21		

FACULTY SALARY STUDY
COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Geography 450701

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	64,343	29	17	48,854	16	12	38,005	26	15	36,000	3	3	32,008	2	2	50,682	73	28
HIGH	107,750			66,000			47,000			45,000			33,990			107,750		
LOW	26,093			30,590			28,000			28,000			30,026			26,093		
FAC MIX	39.7%			21.9%			35.6%			4.1%			2.7%			100.0%		
SAL FACTOR	1.06			1.07			1.00			1.01			1.06			1.06		

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : History, General 450801

AVERAGE	59,279	918	340	44,330	559	266	35,454	500	275	33,544	80	66	28,829	45	34	48,577	2022	429
HIGH	125,000			88,500			70,300			43,500			42,300			125,000		
LOW	29,115			20,526			15,600			27,100			15,000			15,000		
FAC MIX	45.4%			27.6%			24.7%			4.0%			2.2%			100.0%		
SAL FACTOR	0.97			0.97			0.94			0.94			0.95			1.02		

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Political Science, General 451001

AVERAGE	62,804	578	234	45,133	415	213	37,520	408	191	34,898	65	53	33,023	30	27	49,846	1431	325
HIGH	148,910			73,200			56,500			48,788			40,700			148,910		
LOW	30,745			24,322			19,586			20,000			24,355			19,586		
FAC MIX	40.4%			29.0%			28.5%			4.5%			2.1%			100.0%		
SAL FACTOR	1.03			0.99			0.99			0.98			1.09			1.05		

CATEGORY : SOCIAL SCIENCES AND HISTORY
DISCIPLINE : Sociology 451101

AVERAGE	57,624	421	223	43,765	386	211	35,925	320	192	33,774	63	55	30,233	25	22	46,358	1152	348
HIGH	125,835			69,698			61,232			48,600			37,500			125,835		
LOW	26,988			19,462			19,803			23,236			11,088			11,088		
FAC MIX	36.5%			33.5%			27.8%			5.5%			2.2%			100.0%		
SAL FACTOR	0.95			0.96			0.95			0.95			1.00			0.97		

CATEGORY : VISUAL AND PERFORMING ARTS
DISCIPLINE : Visual and Performing Arts 500000

AVERAGE	53,562	120	50	41,495	190	69	34,955	136	58	34,570	23	17	28,968	20	13	42,156	466	89
HIGH	88,650			66,554			53,449			46,000			40,900			88,650		
LOW	29,890			20,933			21,913			24,000			20,425			20,425		
FAC MIX	25.8%			40.8%			29.2%			4.9%			4.3%			100.0%		
SAL FACTOR	0.88			0.91			0.92			0.97			0.96			0.88		

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FACULTY SALARY STUDY
COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : VISUAL AND PERFORMING ARTS
DISCIPLINE : Drama/Theater Arts, General — 500501

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	55,010	197	118	43,025	271	149	34,027	290	147	31,401	47	38	28,378	38	31	42,014	796	247
HIGH	95,163			72,260			59,697			40,800			43,260			95,163		
LOW	25,539			9,641			21,438			22,000			15,911			9,641		
FAC MIX	24.7%			34.0%			36.4%			5.9%			4.8%			100.0%		
SAL FACTOR	0.90			0.94			0.90			0.88			0.94			0.88		

CATEGORY : VISUAL AND PERFORMING ARTS
DISCIPLINE : Art, General — 500701

AVERAGE	53,979	407	196	41,752	427	214	34,067	412	227	32,751	64	54	28,803	47	40	42,681	1293	346
HIGH	133,250			63,240			50,728			44,000			46,500			133,250		
LOW	11,495			24,665			12,912			20,000			18,100			11,495		
FAC MIX	31.5%			33.0%			31.9%			4.9%			3.6%			100.0%		
SAL FACTOR	0.89			0.91			0.90			0.92			0.95			0.90		

CATEGORY : VISUAL AND PERFORMING ARTS
DISCIPLINE : Music, General — 500901

AVERAGE	51,143	664	249	40,670	674	263	33,703	570	257	31,829	92	71	28,725	107	76	41,516	2015	367
HIGH	131,000			68,700			67,000			67,000			53,815			131,000		
LOW	17,500			17,413			12,125			12,500			12,000			12,000		
FAC MIX	33.0%			33.4%			28.3%			4.6%			5.3%			100.0%		
SAL FACTOR	0.84			0.89			0.89			0.89			0.95			0.87		

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Speech-Language Pathology and Audiology — 510204

AVERAGE	57,708	30	19	43,421	34	19	37,784	45	18	34,635	8	7	31,909	12	8	43,725	121	29
HIGH	82,946			67,928			51,931			40,000			37,495			82,946		
LOW	40,800			30,970			26,500			28,333			27,851			26,500		
FAC MIX	24.8%			28.1%			37.2%			6.6%			9.9%			100.0%		
SAL FACTOR	0.95			0.95			1.00			0.97			1.06			0.92		

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Nursing (R.N. Training) — 511601

AVERAGE	52,140	195	102	42,012	559	152	35,909	969	168	34,435	117	72	31,790	354	95	38,374	2077	183
HIGH	100,150			86,000			67,700			55,000			61,800			100,150		
LOW	32,152			20,223			15,000			15,000			15,504			15,000		
FAC MIX	9.4%			26.9%			46.7%			5.6%			17.0%			100.0%		
SAL FACTOR	0.86			0.92			0.95			0.96			1.05			0.81		

FACULTY SALARY STUDY

COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Public Health, General 512201

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	80,933	106	8	52,666	93	12	44,316	110	14	41,350	15	5	34,168	31	6	57,091	340	21
HIGH	273,662			86,774			80,030			54,000			46,500			273,662		
LOW	36,550			26,570			21,025			29,000			27,000			21,025		
FAC MIX	31.2%			27.4%			32.4%			4.4%			9.1%			100.0%		
SAL FACTOR	1.33			1.15			1.17			1.16			1.13			1.20		

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Occupational Therapy 512306

AVERAGE	54,925	12	7	48,319	37	17	41,168	84	26	41,250	12	9	38,483	29	15	43,340	162	32
HIGH	77,800			78,750			70,999			60,000			58,849			78,750		
LOW	32,220			30,175			28,000			30,000			15,000			15,000		
FAC MIX	7.4%			22.8%			51.9%			7.4%			17.9%			100.0%		
SAL FACTOR	0.90			1.06			1.09			1.15			1.27			0.91		

CATEGORY : HEALTH PROFESSIONS AND RELATED SCIENCES
DISCIPLINE : Physical Therapy 512308

AVERAGE	61,874	13	12	53,946	59	27	44,982	122	39	44,748	21	16	41,457	25	15	47,997	219	44
HIGH	88,000			92,317			74,900			60,990			54,167			92,317		
LOW	48,100			37,900			22,176			35,000			25,875			22,176		
FAC MIX	5.9%			26.9%			55.7%			9.6%			11.4%			100.0%		
SAL FACTOR	1.02			1.18			1.19			1.25			1.37			1.01		

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Business Management & Administrative Services 520000

AVERAGE	68,995	170	47	55,390	233	64	47,708	191	62	40,730	19	17	33,580	36	17	55,486	630	83
HIGH	149,000			84,381			73,249			65,000			52,567			149,000		
LOW	35,559			30,385			15,600			22,606			15,000			15,000		
FAC MIX	27.0%			37.0%			30.3%			3.0%			5.7%			100.0%		
SAL FACTOR	1.13			1.21			1.26			1.14			1.11			1.16		

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Business Administration and Management, General 520201

AVERAGE	74,618	740	218	52,568	937	285	45,441	867	280	49,206	116	70	32,045	87	59	55,743	2631	362
HIGH	166,900			111,900			92,000			92,000			55,000			166,900		
LOW	22,000			23,581			20,825			21,000			17,520			17,520		
FAC MIX	28.1%			35.6%			33.0%			4.4%			3.3%			100.0%		
SAL FACTOR	1.23			1.15			1.20			1.38			1.06			1.17		

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FACULTY SALARY STUDY
COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Accounting 520301

	PROFESSOR			ASSOC PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS	SALARY	NUM	INS
AVERAGE	69,266	231	115	55,238	456	192	47,404	439	211	46,733	38	36	35,257	75	50	53,825	1201	299
HIGH	150,000			114,284			85,000			70,000			70,000			150,000		
LOW	26,523			22,290			24,149			24,480			15,000			15,000		
FAC MIX	19.2%			38.0%			36.6%			3.2%			6.2%			100.0%		
SAL FACTOR	1.14			1.21			1.25			1.31			1.17			1.13		

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Administrative Assistant/Secretarial Science, General 520401

AVERAGE	43,744	9	6	32,630	21	16	28,268	29	20	25,990	1	1	24,733	6	4	31,494	65	36
HIGH	51,133			38,551			42,344			25,990			34,600			51,133		
LOW	32,018			23,838			15,600			25,990			12,900			12,900		
FAC MIX	13.8%			32.3%			44.6%			1.5%			9.2%			100.0%		
SAL FACTOR	0.72			0.71			0.75			0.73			0.82			0.66		

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Business/Managerial Economics 520601

AVERAGE	62,070	173	83	51,304	232	94	44,721	171	87	42,580	27	23	34,720	12	10	52,219	588	129
HIGH	116,700			87,787			77,534			75,000			44,899			116,700		
LOW	33,007			30,000			21,543			23,220			22,300			21,543		
FAC MIX	29.4%			39.5%			29.1%			4.6%			2.0%			100.0%		
SAL FACTOR	1.02			1.12			1.18			1.19			1.15			1.10		

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Enterprise Management and Operation, General 520701

AVERAGE	86,090	7	5	50,773	16	9	43,444	10	8	40,583	3	3	41,148	3	3	54,802	36	15
HIGH	130,000			81,250			54,625			42,000			62,000			130,000		
LOW	50,471			35,640			31,997			39,750			24,644			24,644		
FAC MIX	19.4%			44.4%			27.8%			8.3%			8.3%			100.0%		
SAL FACTOR	1.41			1.11			1.15			1.14			1.36			1.15		

CATEGORY : BUSINESS MANAGEMENT & ADMINISTRATIVE SERVICES
DISCIPLINE : Business Marketing and Marketing Management 521401

AVERAGE	70,891	129	57	58,532	187	81	52,719	165	77	53,372	15	15	36,399	33	21	58,347	514	124
HIGH	136,980			88,111			72,000			72,000			63,000			136,980		
LOW	32,317			33,000			26,460			37,080			14,652			14,652		
FAC MIX	25.1%			36.4%			32.1%			2.9%			6.4%			100.0%		
SAL FACTOR	1.16			1.28			1.39			1.49			1.20			1.22		

FACULTY SALARY STUDY
COMPOSITE ANALYSIS INCLUDING ALL PRIVATE INSTITUTIONS (1995-96)

CATEGORY : ALL DISCIPLINE AVERAGE
DISCIPLINE : All Major Fields

	PROFESSOR		ASSOC PROF		ASST PROF		NEW ASST PROF		INSTRUCTOR		ALL RANKS	
	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS	SALARY	NUM INS
AVERAGE	60,908	17885 522	45,771	16742 524	37,820	16226 526	35,720	2505 457	30,222	2616 386	47,660	53469 531
HIGH	273,662		114,284		92,000		92,000		75,026		273,662	
LOW	11,495		9,641		11,678		12,000		8,035		8,035	
FAC MIX	33.4%		31.3%		30.3%		4.7%		4.9%		100.0%	
SAL FACTOR	1.00		1.00		1.00		1.00		1.00		1.00	

Appendix A

List of Participating Institutions

	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
ABILENE CHRISTIAN UNIVERSITY (TX)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Academy of the New Church (The) (PA)			✲							
Adelphi University (NY)			✲✲	✲✲	✲✲	✲✲	✲✲			
Adrian College (MI)				✲✲	✲✲	✲✲	✲✲	✲✲		✲✲
Agnes Scott College (GA)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Alaska Pacific University (AK)		✲	✲	✲		✲	✲			✲
Albertson College of Idaho (ID)							✲	✲	✲	✲
ALBERTUS MAGNUS COLLEGE (CT)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Albion College (MI)	✲	✲	✲	✲	✲		✲			✲
Albright College (PA)						✲	✲		✲	✲
Alderson-Broaddus College (WV)									✲	✲
Alfred University (NY)	✲		✲	✲	✲	✲	✲	✲	✲	✲
Allegheny College (PA)	✲	✲	✲	✲		✲		✲	✲	✲
ALLENTOWN COLLEGE OF ST. FRANCIS DE SALES (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Alliance College (PA)	✲									
ALMA COLLEGE (MI)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Alvernia College (PA)		✲	✲	✲	✲		✲	✲	✲	✲
Alverno College (WI)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Ambassador College (TX)							✲	✲		
Amber University (TX)					✲	✲	✲	✲		
American College (PA)	✲	✲				✲	✲	✲	✲	
American Technological University (TX)	✲	✲	✲							
American University (DC)	✲	✲	✲	✲	✲		✲	✲		✲
AMHERST COLLEGE (MA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Anderson University (IN)					✲		✲	✲	✲	✲
Andover Newton Theological School (MA)	✲	✲	✲		✲	✲	✲		✲	
ANNA MARIA COLLEGE (MA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Antillian College (PR)	✲									
Antioch College (OH)				✲				✲	✲	
AQUINAS COLLEGE (MI)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Aquinas Institute of Theology (MO)	✲	✲					✲		✲	
Arizona College of the Bible (AZ)							✲		✲	
Armstrong College (CA)			✲	✲						
Asbury College (KY)	✲	✲	✲		✲	✲	✲	✲	✲	
Asbury Theological Seminary (KY)					✲	✲	✲	✲		
Ashland University (OH)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Assemblies of God Theological Seminary (MO)						✲	✲			
Assumption College (MA)			✲	✲	✲	✲	✲			✲

Those institutions listed in CAPITAL LETTERS have participated in each of the last 10 years of the survey.

✲✲ The "double star" symbol denotes those participating institutions which have collective bargaining contracts (CBCs) with their faculties. Even though many of the participating institutions may have had CBCs previously, this information was not annually requested until the 1984-85 survey, and, has been continued each year since.

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Augsburg College (MN)	✲					✲		✲✲		
Augustana College (IL)	✲	✲	✲	✲	✲	✲	✲			
Aurora University (IL)	✲	✲		✲	✲	✲	✲	✲	✲	✲
Austin College (TX)	✲	✲			✲					
Austin Presbyterian Theological Seminary (TX)	✲	✲	✲			✲		✲	✲	✲
Averett College (VA)	✲	✲	✲		✲		✲			✲
AVILA COLLEGE (MO)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
AZUSA PACIFIC UNIVERSITY (CA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Babson College (MA)	✲	✲		✲	✲	✲	✲	✲	✲	✲
Baker College of Flint (MI)					✲	✲	✲✲	✲	✲✲	
Baker College of Muskegon (MI)					✲	✲	✲		✲	
Baker University (KS)									✲	✲
BALDWIN-WALLACE COLLEGE (OH)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Baltimore Hebrew University (MD)				✲						
Bangor Theological Seminary (ME)					✲					
Barat College (IL)							✲		✲	✲
Barber Scotia College (NC)				✲			✲			
Barclay College (KS)							✲		✲	
Bard College (NY)	✲✲	✲✲		✲✲				✲✲	✲✲	✲✲
Barnard College (NY)	✲	✲	✲				✲	✲	✲	✲
BARRY UNIVERSITY (FL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Barton College (NC)	✲									
Bartlesville Wesleyan College (OK)	✲									
Bastyr College (WA)							✲	✲	✲	✲
Baylor University (TX)										✲
Beaver College (PA)	✲✲	✲		✲	✲	✲	✲	✲	✲	✲
Belhaven College (MS)		✲								
BELLARMINE COLLEGE (KY)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Bellevue College (NE)	✲	✲	✲	✲	✲				✲	
Belmont Abbey College (NC)	✲	✲	✲			✲	✲	✲	✲	✲
Belmont University (TN)					✲	✲	✲	✲	✲	✲
Beloit College (WI)			✲✲			✲				
Benedict College (SC)					✲	✲	✲	✲	✲	✲
Benedictine College (KS)	✲	✲	✲	✲	✲		✲	✲	✲	
Bennett College (NC)		✲		✲		✲	✲	✲	✲	✲
Bennington College (VT)		✲				✲				
Bentley College (MA)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Berea College (KY)				✲	✲					✲
Berry College (GA)			✲	✲		✲	✲			
Bethany College (KS)					✲	✲✲	✲	✲	✲	✲
Bethany College (WV)	✲	✲	✲		✲	✲	✲	✲	✲	✲
Bethany Theological Seminary (IL)	✲							✲		
Bethel College (IN)		✲		✲	✲	✲	✲	✲	✲	✲
Bethel College (KS)			✲	✲				✲✲	✲✲	✲✲
Bethel College (MN)	✲		✲	✲	✲	✲	✲	✲	✲	✲
Bethel College (TN)						✲			✲	✲
Bethel Theological Seminary (MN)		✲								
Bethune-Cookman College (FL)	✲		✲	✲						✲
Biola University (CA)	✲	✲	✲				✲	✲		✲
BIRMINGHAM-SOUTHERN COLLEGE (AL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Bishop Clarkson College (NE)					☆	☆				
Bishop College (TX)	☆									
Blackburn College (IL)					☆	☆	☆	☆	☆	☆
Bloomfield College (NJ)			☆☆		☆☆	☆☆		☆☆	☆☆	☆☆
Bluefield College (VA)		☆	☆	☆	☆	☆	☆		☆	☆
Bluffton College (OH)										☆
Boise Bible College (ID)						☆	☆			☆
Boricua College (NY)						☆				
Boston College (MA)	☆	☆			☆					
Boston Conservatory, The (MA)			☆							
Boston University (MA)	☆	☆	☆	☆	☆	☆	☆	☆		
Bowdoin College (ME)							☆			
Bradford College (MA)		☆		☆	☆	☆	☆		☆	☆
BRADLEY UNIVERSITY (IL)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Brandeis University (MA)				☆		☆	☆	☆	☆	☆
Brenau College (GA)				☆		☆	☆	☆	☆	☆
Brescia College (KY)		☆		☆	☆	☆	☆	☆		
Briar Cliff College (AL)	☆	☆	☆	☆	☆	☆	☆			
Briar Cliff College (IA)								☆	☆	☆
Bridgewater College (VA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	
Brigham Young University (UT)	☆	☆	☆	☆	☆					
Brown University (RI)									☆	☆
Bryan College (TN)								☆	☆	
Bryant College (RI)	☆☆	☆☆	☆☆	☆☆					☆☆	☆☆
Bryn Mawr College (PA)	☆	☆		☆	☆	☆	☆	☆	☆	☆
Bucknell University (PA)	☆	☆	☆	☆	☆	☆	☆			☆
Buena Vista College (IA)				☆	☆				☆	☆
Butler University (IN)	☆	☆	☆	☆	☆	☆		☆	☆	☆
Cabrini College (PA)	☆☆	☆☆	☆☆	☆☆	☆☆	☆☆		☆	☆	☆☆
Caldwell College (NJ)				☆	☆	☆	☆	☆	☆	☆
California Baptist College (CA)					☆	☆	☆			☆
California Lutheran College (CA)							☆			
Calvary Bible College (MO)		☆						☆	☆	
Calvin College (MI)	☆		☆		☆	☆	☆	☆	☆	☆
Calvin College and Seminary (MI)		☆	☆	☆						
Campbellsville College (KY)	☆	☆				☆	☆			☆
Canisius College (NY)	☆	☆	☆	☆	☆	☆	☆		☆	☆
Capital University (OH)	☆		☆	☆	☆	☆				
Capitol College (MD)			☆		☆	☆	☆	☆	☆	☆
Capitol Institute of Technology (MD)	☆	☆								
Cardinal Stritch College (WI)				☆		☆	☆	☆	☆	☆
Caribbean University College (PR)		☆	☆	☆		☆	☆		☆	☆
Carlow College (PA)			☆	☆			☆		☆	☆
Carnegie Mellon University (PA)	☆	☆				☆				
Carroll College (MT)	☆	☆	☆	☆						☆
Carroll College (WI)	☆☆	☆		☆	☆	☆			☆	☆
Carson-Newman College (TN)	☆	☆						☆	☆	☆
Case Western Reserve University (OH)								☆	☆	☆
Catawba College (NC)	☆			☆	☆	☆	☆	☆	☆	☆
Catholic Theological Union (IL)	☆	☆	☆	☆	☆					
CATHOLIC UNIVERSITY OF AMERICA (DC)	☆	☆	☆	☆	☆☆	☆☆	☆	☆	☆	☆

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Catholic University of Puerto Rico (PR)	*	*	*							
Cazenovia College (NY)				*		*		*	*	*
Cedar Crest College (PA)	*	*	*	*		*	*	*		
Cedarville College (OH)	*	*		*		*		*	*	*
Centenary College (NJ)	*	*								
Centenary College of Louisiana (LA)		*		*		*	*	*		*
Central Baptist College (AR)					*			*	*	*
Central Methodist College (MO)	*		*	*				*	*	*
Central New England College of Technology (MA)	*									
CENTRAL UNIVERSITY (IA)	*	*	*	*	*	*	*	*	*	*
Central Wesleyan College (SC)	*	*	*	*	*	*	*			
Chaminade University of Honolulu (HI)		*								
Champlain College (VT)									*	*
Chapman University (CA)			*			**	**	*	*	*
Charleston Southern University (SC)			*	*	*	*	*	*	*	*
Chatham College (PA)	*			*				*	*	
Chicago Theological Seminary (IL)	*	*	*		*	*				
Chowan College (NC)									*	
Christ College Irvine (CA)		*		*		*	*			
Christ Seminary--Seminex (IL)	*	*								
CHRISTIAN BROTHERS UNIVERSITY (TN)	*	*	*	*	*	*	*	*	*	*
Christian Heritage College (CA)		*	*	*					*	*
Christian Theological Seminary (IN)				*	*	*	*		*	
Church Divinity School of the Pacific (CA)	*	*	*		*					
Church of God School Of Theology (TN)					*					
Cincinnati Bible College and Seminary (OH)				*				*	*	*
City University (WA)							*	*		
Claremont Graduate School (CA)		*	*			*	*			*
Claremont McKenna College (CA)	*								*	
Clark University (MA)	*	*		*						
Clarke College (IA)		*	*	*	*	*	*	*	*	*
Clarkson College (NE)								*	*	*
Clarkson University (NY)	*	*	*		*	*	*	*	*	*
Clear Creek Baptist Bible College (KY)					*	*		*		*
Clearwater Christian College (FL)		*		*						
Cleary College (MI)								*		
Coe College (IA)			*							
Cogswell Polytechnical College (CA)	*	*	*	*						*
Coker College (SC)	*	*	*	*	*	*	*	*	*	
Colby College (ME)					*	*				
Colby-Sawyer College (NH)				*	*		*		*	*
Colgate University (NY)		*					*	*		*
College Misericordia (PA)			*	*	*	*	*	*	*	*
College of Associated Arts (MN)				*			*			
College of Great Falls (MT)		*	*		*	*		*		
College of Idaho, The (ID)	*									
College of Mount Saint Vincent (NY)	*	*		*	*	*	*	*	*	*
College of Mount St. Joseph (OH)	*	*	*	*				*		*
College of New Rochelle (NY)	*					*	*	*		*
College of Notre Dame (CA)	*				*	*		*		*
College of Notre Dame of Maryland (MD)	*		*	*		*	*	*	*	*
College of Our Lady of the Elms (MA)	**					*				*

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Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
College of Saint Benedict (MN)		✲	✲	✲	✲	✲		✲		✲
College of St. Catherine (MN)				✲	✲	✲	✲	✲	✲	✲
College of Saint Elizabeth (NJ)	✲	✲	✲		✲	✲	✲	✲	✲	✲
College of St. Joseph (VT)	✲	✲	✲		✲	✲				
College of Saint Mary (NE)	✲	✲		✲	✲	✲	✲	✲	✲	✲
College of Saint Rose (NY)		✲	✲	✲	✲	✲	✲	✲	✲	✲
COLLEGE OF ST. SCHOLASTICA (MN)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
College of Saint Teresa (MN)		✲								
College of St. Thomas (MN)	✲			✲						
College of Santa Fe (NM)			✲	✲	✲	✲				✲
College of The Atlantic (ME)		✲								
College of the Holy Cross (MA)	✲	✲	✲	✲	✲					
College of the Southwest (NM)			✲		✲	✲		✲	✲	✲
College of West Virginia (WV)								✲		
College of Wooster, (OH)	✲	✲	✲	✲						
Colorado Christian University (CO)			✲					✲	✲	✲
Colorado College (CO)								✲		
Colorado Technical College (CO)		✲					✲	✲	✲	✲
Columbia Bible College and Seminary (SC)		✲	✲	✲	✲	✲	✲	✲		
Columbia College (MO)	✲	✲	✲	✲		✲	✲	✲	✲	
Columbia College (SC)					✲	✲	✲	✲	✲	✲
Columbia International University (SC)									✲	✲
Columbia Theological Seminary (GA)		✲	✲	✲	✲	✲	✲		✲	✲
Columbus Union College (MD)									✲	
Conception Seminary College (MO)						✲			✲	
Concordia College (IL)		✲	✲	✲						
Concordia College (MI)	✲	✲	✲			✲				
Concordia College (Moorhead) (MN)	✲	✲	✲	✲		✲	✲	✲	✲	✲
Concordia College (St. Paul) (MN)							✲		✲	✲
CONCORDIA COLLEGE (NE)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Concordia College (NY)	✲	✲	✲		✲	✲	✲	✲	✲	
Concordia College (OR)		✲								
Concordia Seminary (MO)	✲	✲	✲		✲					
Concordia Theological Seminary (IN)									✲	✲
Concordia University (CA)									✲	✲
Concordia University (IL)									✲	
Concordia University Wisconsin (WI)	✲	✲	✲		✲	✲		✲	✲	✲
Connecticut College (CT)	✲									
Converse College (SC)		✲					✲			✲
Cooper Union, The (NJ)				✲✲						
Cooper Union for the Advancement of Science and Art, The (NY)	✲	✲✲	✲✲					✲✲	✲✲	
CORNELL COLLEGE (IA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Cornell University (NY)	✲	✲	✲							
Cornerstone College (MI)									✲	✲
Cottey College (MO)			✲							
Covenant College (GA)	✲		✲	✲		✲	✲	✲	✲	✲
Creighton University (NE)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Crown College (MN)							✲			✲
Culver-Stockton College (MO)							✲	✲	✲	✲
Curry College (MA)		✲✲								
D'YOUVILLE COLLEGE (NY)	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Dakota Wesleyan University (SD)				✲	✲	✲	✲	✲	✲	✲
Dallas Theological Seminary (TX)				✲	✲	✲	✲		✲	
Dana College (NE)							✲			✲
Daniel Webster College (NH)	✲		✲	✲	✲	✲	✲		✲	✲
Dartmouth College (NH)									✲	✲
David Lipscomb University (TN)	✲		✲	✲	✲	✲	✲			
Davidson College (NC)			✲	✲	✲	✲	✲	✲	✲	✲
Davis & Elkins College (WV)		✲		✲	✲		✲	✲	✲	✲
De Sales School of Theology (DC)	✲									
DEFIANCE COLLEGE, THE (OH)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Delaware Valley College (PA)		✲	✲							
DEPAUL UNIVERSITY (IL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
DePauw University (IN)	✲		✲					✲		
DeVRY Inc. (IL)	✲					✲				
DICKINSON COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Dillard University (LA)				✲		✲				
Divine Word College (IA)	✲									
DOANE COLLEGE (NE)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
DOMINICAN COLLEGE OF BLAUVELT (NY)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Dominican College of San Rafael (CA)								✲	✲	✲
Dominican School of Philosophy & Theology (CA)		✲								
Don Bosco College (NJ)		✲								
Dordt College, Inc. (IA)	✲	✲	✲	✲	✲	✲		✲	✲	✲
Dowling College (NY)	✲✲		✲✲					✲		✲
DRAKE UNIVERSITY (IA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Drew University (NJ)	✲	✲	✲	✲	✲	✲	✲	✲		✲
Drexel University (PA)			✲	✲	✲		✲	✲		✲
DRURY COLLEGE (MO)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Duke University (NC)									✲✲	✲✲
Duquesne University (PA)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Earlham College (IN)	✲	✲	✲	✲		✲	✲			
East Texas Baptist University (TX)								✲	✲	
Eastern Baptist Theological Seminary, The (PA)		✲				✲		✲	✲	
Eastern Christian College (MD)							✲			
Eastern College (PA)	✲				✲					
EASTERN MENNONITE COLLEGE AND SEMINARY (VA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
ECKERD COLLEGE (FL)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Eden Theological Seminary (MO)		✲	✲		✲			✲		
Edgewood College (WI)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Elizabethtown College (PA)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Elmhurst College (IL)	✲	✲	✲	✲	✲	✲			✲	
Elmira College (NY)	✲	✲		✲	✲	✲	✲	✲	✲	
Elms College (MA)		✲	✲				✲		✲✲	
Elon College (NC)										✲
Embry-Riddle Aeronautical University (AR)		✲								
Embry-Riddle Aeronautical University (FL)	✲	✲	✲	✲	✲	✲				✲
Emerson College (MA)	✲✲	✲✲	✲✲	✲✲	✲✲		✲✲		✲✲	✲✲
Emmanuel College (GA)					✲					
Emmanuel College (MA)									✲	✲
Emory & Henry College (VA)	✲	✲	✲	✲	✲	✲	✲	✲		
Emory University (GA)	✲	✲				✲	✲	✲	✲	✲
Endicott College (MA)			✲✲		✲✲					

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Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Episcopal Theological Seminary of the Southwest, The (TX)	*				*			*		
Erskine College (SC)	*					*	*			
Eureka College (IL)	*	*	*	*		*	*	*	*	
Evangelical School of Theology (PA)		*				*				
FAIRFIELD UNIVERSITY (CT)	**	**	**	**	**	**	*	*	*	*
Fairleigh Dickinson University Hackensack (NJ)			*		*					
Fairleigh Dickinson University Rutherford (NJ)	**	*				*				
Fairleigh Dickinson University Teaneck (NJ)										*
Faith Baptist Bible College & Theological Seminary (IA)	*		*	*		*	*	*		*
Felician College (NJ)				*						*
Ferrum College (VA)	*			*	*	*	*	*	*	*
Fisk University (TN)										*
Florida Baptist Theological College (FL)							*	*		*
Florida Christian College (FL)				*						*
Florida Institute of Technology (FL)									*	*
Florida Memorial College (FL)	*							*		*
Florida Southern College (FL)										*
Fontbonne College (MO)	*	*		*	*	*				*
Fordham University (NY)	*	*								
Fort Lauderdale College (FL)										*
Franciscan University of Steubenville (OH)				*	*	*	*	*	*	*
Franklin and Marshall College (PA)	*	*	*	*	*	*	**	**		
Franklin College of Indiana (IN)				*		*	*	*	*	*
Franklin Pierce College (NH)			**	**	**	**	**		**	**
Freed-Hardeman University (TN)					*	*	*	*	*	*
Friends University (KS)		*			*	*		*	*	*
Fuller Theological Seminary (CA)					*					
Furman University (SC)	*		*	*	*	*	*	*		
Gallaudet University (DC)	*							*		
Gannon University (PA)	*		*			*	*	*	*	*
Gardner-Webb University (NC)	*		*		*	*	*	*	*	*
Garrett-Evangelical Theological Seminary (IL)	*	*				*				
General Theological Seminary (NY)					*			*		
George Fox College (OR)	*	*	*	*	*	*				
GEORGE WASHINGTON UNIVERSITY (DC)	*	*	*	*	*	*	*	*	*	*
Georgetown College (KY)		*	*	*		*	*	*	*	*
Georgetown University (DC)	*	*	*	*	*	*	*	*	*	
Georgian Court College (NJ)	*	*	*	*	*	*	*		*	*
Gettysburg College (PA)	*	*	*		*	*	*			
GMI Engineering & Management Institute (MI)	*	*	*	*		*	*	*		
Golden Gate Baptist Theological Seminary (CA)	*	*								
Golden Gate University (CA)	*		*		*	*			*	*
Goldey Beacom College (DE)	*					*	*	*		
GONZAGA UNIVERSITY (WA)	*	*	*	*	*	*	*	*	*	*
Gordon College (MA)		*	*	*	*	*	*	*	*	*
Gordon-Conwell Theological Seminary (MA)	*	*	*	*		*			*	*
Goshen College (IN)		*		*	*	*	*	*	*	*
Goucher College (MD)						*	*			*
Grace Bible College (MI)							*			
Grace College of the Bible (NE)	*									*

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Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Grace College & Theological Seminary (IN)	✲		✲	✲	✲					✲
Grace Schools, Inc. (IN)					✲					
Graceland College (IA)	✲				✲					
Graduate Theological Union (CA)			✲							✲
Grand Canyon University (AZ)	✲				✲	✲				✲
Grand Rapids Baptist College & Seminary (MI)						✲		✲		
Grand View College (IA)	✲	✲	✲	✲		✲		✲	✲	✲
Gratz College (PA)				✲✲		✲✲				
Great Lakes Christian College (MI)			✲	✲	✲	✲		✲	✲	
Green Mountain College (VT)		✲	✲			✲	✲		✲	
Greensboro College (NC)	✲	✲	✲			✲	✲	✲		
Greenville College (IL)										✲
Griffin College (WA)			✲							
Grinnell College (IA)	✲	✲	✲		✲	✲	✲	✲	✲	✲
Guilford College (NC)	✲			✲	✲✲	✲	✲	✲✲	✲	✲
Gustavus Adolphus College (MN)	✲						✲	✲		✲
Gwynedd-Mercy College (PA)						✲	✲	✲	✲	✲
Hahnemann University (PA)			✲							
Hamilton College (NY)			✲					✲		✲
Hamline University (MN)	✲		✲	✲	✲	✲				
Hampden-Sydney College (VA)		✲	✲				✲		✲✲	✲
Hampshire College (MA)			✲							✲
HAMPTON UNIVERSITY (VA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Hannibal-LaGrange College (MO)		✲	✲		✲	✲	✲		✲	✲
Hanover College (IN)									✲	
Hartford College for Women (CT)					✲					
Hartwick College (NY)	✲	✲	✲		✲		✲	✲	✲	✲
Hastings College (NE)		✲	✲	✲	✲	✲	✲	✲	✲	
Hawaii Loa College (HI)	✲	✲				✲				
Hawaii Pacific College (HI)	✲			✲					✲	
Hebrew College (MA)				✲			✲			
Heidelberg College (OH)	✲	✲	✲	✲	✲		✲	✲		✲
Hellenic College, Inc. (MA)						✲	✲			
Hendrix College (AR)								✲		✲
Heritage College (WA)									✲	✲
High Point University (NC)		✲	✲							
Hilbert College (NY)					✲			✲	✲	✲
Hiram College (OH)	✲			✲		✲	✲	✲	✲	✲
Hobart and William Smith Colleges (NY)	✲	✲	✲		✲			✲		
Hofstra University (NY)				✲✲	✲✲	✲✲	✲✲		✲✲	✲✲
Holy Family College (PA)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Holy Names College (CA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	
Hood College (MD)	✲			✲						
Hope College (MI)	✲	✲			✲	✲	✲	✲	✲	✲
Houghton College (NY)	✲		✲		✲	✲		✲	✲	✲
Houston Baptist University (TX)	✲	✲						✲		✲
Howard Payne University (TX)				✲						
Howard University (DC)			✲✲	✲					✲	✲
Huntington College (IN)	✲							✲	✲	
Huron College (SD)			✲							
Husson College (ME)	✲	✲			✲		✲	✲	✲	✲
Huston-Tillotson College (TX)	✲			✲						

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Illinois Benedictine College (IL)	✲	✲	✲			✲✲	✲		✲	✲
Illinois College (IL)	✲	✲								
Illinois Institute of Technology (IL)	✲	✲	✲			✲		✲		✲
Illinois Wesleyan University (IL)		✲	✲							
Immaculata College (PA)	✲	✲	✲		✲	✲	✲	✲	✲	✲
Incarnate Word College (TX)	✲		✲			✲				✲
Inter American University of Puerto Rico (PR)							✲		✲	✲
Inter American University of Puerto Rico --Barranquitas (PR)					✲					✲
Inter American University of Puerto Rico --Bayamon Campus (PR)									✲	✲
Inter American University of Puerto Rico -- Fajardo (PR)					✲					
Inter American University of Puerto Rico --Metropolitan Campus (PR)						✲				
Inter American University of Puerto Rico --Ponce College (PR)						✲			✲	✲
Inter American University of Puerto Rico --San German (PR)	✲	✲								
Interdenominational Theological Center (GA)	✲			✲		✲	✲		✲	✲
International Bible College (AL)									✲	
Iona College (NY)	✲	✲		✲	✲	✲	✲	✲✲	✲	✲
Iowa Wesleyan College (IA)	✲	✲						✲		
Ithaca College (NY)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Jacksonville University (FL)									✲	✲
Jamestown College (ND)		✲			✲			✲		✲
Jarvis Christian College (TX)			✲	✲	✲					
Jesuit School of Theology at Berkeley (CA)			✲			✲		✲		
Jewish Theological Seminary of America (NY)			✲							
John Brown University (AR)		✲✲	✲✲					✲	✲	✲
JOHN CARROLL UNIVERSITY (OH)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
John F. Kennedy University (CA)						✲	✲	✲	✲	✲
John Wesley College (NC)			✲							
Johns Hopkins University (MD)	✲	✲	✲	✲		✲	✲	✲	✲	✲
Johnson C. Smith University (NC)	✲				✲	✲		✲		
Judson College (AL)		✲	✲	✲			✲	✲	✲	✲
Judson College (IL)		✲	✲		✲	✲	✲		✲	
Juniata College (PA)	✲		✲	✲	✲	✲	✲		✲	
KALAMAZOO COLLEGE (MI)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Kansas Newman College (KS)								✲	✲	✲
Kansas Wesleyan (KS)	✲							✲		
Kentucky Wesleyan College (KY)									✲	
KENYON COLLEGE (OH)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Keuka College (NY)			✲					✲	✲	✲
King College (TN)							✲		✲	✲
King's College (PA)	✲	✲		✲	✲	✲	✲	✲	✲	✲
King's College, The (NY)					✲					
Knoxville College (TN)	✲									
LA ROCHE COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
La Salle University (PA)		✲	✲	✲		✲	✲		✲	✲
La Sierra University (CA)							✲	✲	✲	✲
Lafayette College (PA)			✲						✲	

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
LaGrange College (GA)					✲	✲	✲	✲	✲	
Lake Erie College (OH)		✲	✲	✲						
Lake Forest College (IL)		✲		✲		✲	✲			
Lakeland College (WI)			✲	✲	✲	✲	✲	✲		✲
Lambuth College (TN)				✲	✲					
Lancaster Bible College (PA)		✲	✲		✲	✲		✲		✲
Lane College (TN)					✲					✲
Lawrence University (WI)		✲								
Lawrence Technological University (MI)										✲
Le Moyne College (NY)	✲	✲	✲		✲	✲	✲	✲	✲	✲
LE TOURNEAU COLLEGE (TX)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
LEBANON VALLEY COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Lee College (TN)			✲		✲					
Lees-McRae College (NC)					✲	✲		✲	✲	✲
Lehigh University (PA)	✲									
Lenoir-Rhyne College (NC)		✲	✲	✲		✲	✲		✲	✲
Lesley College (MA)									✲	
Lewis-Clark State College (ID)						✲				
Lewis & Clark College (OR)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Lewis University (IL)	✲	✲								
Lexington Theological Seminary (KY)	✲	✲				✲	✲	✲	✲	
Liberty University (VA)	✲						✲			
L.I.F.E. Bible Co. (CA)			✲							
Limestone College (SC)		✲	✲	✲	✲	✲		✲	✲	✲
Lincoln Christian College and Seminary (IL)	✲	✲				✲	✲			
Lincoln Memorial University (TN)	✲			✲	✲		✲		✲	✲
Lincoln University (CA)						✲				
Lincoln University (PA)										✲
Lindsey Wilson College (KY)			✲	✲	✲	✲	✲	✲	✲	✲
LINFIELD COLLEGE (OR)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Livingston College (NC)					✲					✲
Loma Linda University (CA)					✲					
Long Island University (NY)	✲✲	✲✲	✲✲			✲✲	✲✲	✲✲		✲✲
Loras College (IA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	
Louisiana College (LA)	✲		✲	✲		✲	✲	✲	✲	✲
Louisville Presbyterian Theological Seminary (KY)	✲	✲	✲						✲	
Lourdes College (OH)								✲		
Loyola College (MD)	✲	✲	✲	✲	✲	✲	✲	✲		✲
Loyola Marymount University (CA)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Loyola University, New Orleans (LA)			✲	✲			✲		✲	✲
Lubbock Christian University (TX)	✲		✲		✲	✲		✲	✲	✲
Luther College (IA)	✲	✲	✲	✲	✲	✲	✲			✲
Lutheran Bible Institute of Seattle (WA)							✲			
Lutheran Theological Seminary At Gettysburg (PA)	✲			✲				✲	✲	
Lutheran Theological Southern Seminary (SC)		✲						✲		
LYCOMING COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
LYNCHBURG COLLEGE (VA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
LYON COLLEGE (AR)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
MADONNA UNIVERSITY (MI)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Magnolia Bible College ((MS)								✲		✲

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Mallinkrodt College of the North Shore (IL)			✲							
Malone College (OH)	✲		✲	✲	✲	✲	✲	✲	✲	✲
Manchester College (IN)						✲	✲	✲	✲	
Manhattan Christian College (KS)	✲			✲	✲	✲	✲		✲	✲
Manhattan College (NY)				✲	✲	✲	✲	✲	✲	✲
Manhattanville College (NY)	✲	✲	✲	✲						
Maranantha Baptist Bible College (WI)									✲	
Marian College (IN)		✲	✲				✲	✲	✲	✲
Marian College of Fond du luc (WI)				✲	✲	✲	✲		✲	✲
Marietta College (OH)	✲		✲	✲		✲	✲	✲	✲	✲
Marist College (NY)	✲✲		✲✲	✲✲	✲✲	✲	✲	✲	✲	✲
Marquette University (WI)			✲	✲						
MARS HILL COLLEGE (NC)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Martin Methodist College (TN)			✲							
MARY BALDWIN COLLEGE (VA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Mary Crest College (IA)		✲		✲	✲					
Maryknoll School of Theology (NY)	✲	✲	✲		✲	✲	✲			
MARYMOUNT COLLEGE (NY)	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲
Marymount College of Kansas City (KS)			✲							
Marymount College, Palos Verdes (CA)			✲		✲					
Marymount Manhattan College (NY)	✲		✲				✲	✲		✲
Marymount University (VA)	✲✲		✲✲					✲	✲	✲
Maryville College (TN)	✲	✲	✲							
Maryville University of St. Louis (MO)		✲	✲	✲	✲	✲	✲	✲	✲	✲
MARYWOOD COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Massachusetts Institute of Technology (MA)	✲	✲	✲		✲	✲	✲	✲	✲	✲
McKendree College (IL)	✲					✲	✲			
McMurry University (TX)									✲	✲
McPherson College (KS)		✲	✲	✲	✲				✲	
Meadville/Lombard Theological School (IL)	✲					✲		✲		
Medaille College (NY)					✲	✲	✲	✲	✲	✲
MEMPHIS THEOLOGICAL SEMINARY (TN)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Menlo College (CA)					✲		✲			
Mennonite Brethren Biblical Seminary (CA)							✲			
Mercer University (GA)	✲			✲	✲	✲	✲	✲	✲	✲
Mercy College (NY)	✲		✲	✲	✲		✲	✲	✲	✲
Mercy College of Detroit (MI)	✲	✲	✲	✲						
Mercyhurst College (PA)		✲	✲							
Meredith College (NC)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Merrimack College (MA)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Messiah College (PA)							✲		✲	✲
Michigan Christian College (MI)				✲						
Mid-America Baptist Theological Seminary (TN)										✲
Mid-America Bible College (OK)	✲									
Mid-Continent Baptist Bible College (KY)					✲	✲				
Mid-South Bible College (TN)	✲	✲								
Middlebury College (VT)							✲			
Midland Lutheran College (NE)	✲	✲	✲	✲		✲	✲		✲	✲
Midway College (KY)						✲	✲		✲	✲
Midwestern Baptist Theological Seminary (MO)					✲				✲	✲
Milligan College (TN)					✲	✲	✲	✲	✲	✲

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Millikin University (IL)	✲		✲	✲	✲		✲	✲	✲	✲
Mills College (CA)				✲	✲	✲	✲	✲		
Millsaps College (MS)	✲		✲							
Milwaukee School of Engineering (WI)	✲	✲								
Minneapolis College of Art and Design (MN)				✲						
Minnesota Bible College (MN)									✲	
Missouri Baptist College (MO)	✲		✲	✲		✲				✲
Missouri Valley College (MO)		✲					✲	✲		
Mitchell College (CT)			✲✲							
Mobile College (AL)				✲	✲	✲				
Molloy College (NY)	✲	✲					✲		✲	
Monmouth College (IL)									✲	✲
Monmouth College (NJ)	✲✲	✲✲	✲✲	✲✲	✲✲	✲✲		✲✲	✲✲	
Monterey Institute of International Studies (CA)								✲		
Montreat-Anderson College (NC)			✲		✲	✲		✲		
Moody Bible Institute (IL)					✲				✲	✲
MORAVIAN COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Morningside College (IA)	✲	✲			✲	✲			✲	✲
Morris Brown College (GA)	✲			✲		✲	✲	✲	✲	✲
Morrison College (NV)										✲
Mount Angel Seminary (OR)	✲	✲				✲	✲	✲	✲	
Mount Marty College (SD)	✲							✲		
Mount Mary College (WI)	✲	✲	✲	✲	✲					
Mount Mercy College (IA)	✲	✲	✲	✲	✲	✲	✲			✲
Mount Olive College (NC)									✲	
Mount Saint Mary's College (MD)	✲	✲	✲	✲			✲			✲
Mount Senario College (WI)	✲									
Mount St. Clare College (IA)	✲	✲	✲	✲			✲	✲		✲
Mount St. Mary's College (CA)		✲	✲	✲				✲	✲	✲
Mount Union College (OH)	✲	✲	✲✲	✲	✲	✲	✲	✲		
Mount Vernon College (DC)	✲		✲	✲	✲				✲✲	
Mount Vernon Nazarene College (OH)	✲	✲	✲	✲					✲	
Muhlenberg College (PA)			✲	✲	✲	✲	✲	✲	✲	✲
Muskegon College (MI)			✲							
MUSKINGUM COLLEGE (OH)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Nashotah House (WI)					✲					
National College (SD)				✲✲		✲			✲	
National College of Education (IL)		✲								
National University (CA)										✲
Nazarene Theological Seminary (MO)	✲	✲	✲	✲	✲	✲	✲	✲		
Nazareth College (MI)	✲	✲	✲	✲	✲					
Nazareth College of Rochester (NY)	✲									
NEUMANN COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
New Brunswick Theological Seminary (NJ)					✲		✲		✲	✲
New England College (NH)			✲	✲	✲					
New England Institute of Technology (RI)		✲								
New Hampshire College (NH)			✲	✲	✲	✲	✲		✲✲	✲✲
New Orleans Baptist Theological Seminary (LA)										✲
New York Institute of Technology (NY)	✲✲	✲✲	✲✲			✲✲				
New York Theological Seminary (NY)		✲			✲	✲		✲		
Newberry College (SC)						✲		✲		

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Niagara University (NY)		✱✱	✱✱		✱✱	✱✱		✱✱	✱✱	✱✱
Nichols College (MA)									✱	
North Carolina Wesleyan College (NC)		✱							✱	✱
NORTH CENTRAL COLLEGE (IL)	✱	✱	✱	✱	✱	✱	✱	✱	✱	✱
North Park College and Theological Seminary (IL)		✱					✱	✱	✱	✱
Northeastern Bible College (NJ)	✱									
Northeastern College (MN)					✱					
Northeastern University (MA)	✱	✱		✱	✱		✱	✱	✱	✱
Northern Baptist Theological Seminary (IL)			✱			✱				
NORTHLAND COLLEGE (WI)	✱✱	✱✱	✱✱	✱✱	✱✱	✱✱	✱✱	✱✱	✱✱	✱✱
Northrop University (CA)	✱			✱						
Northwest Bible College (ND)	✱									
Northwest Christian College (OR)	✱									✱
Northwest College (WA)					✱		✱	✱	✱	
Northwest Nazarene College (ID)	✱				✱	✱				
NORTHWESTERN COLLEGE (IA)	✱	✱	✱	✱	✱	✱	✱	✱	✱	✱
Northwestern College (MN)	✱		✱	✱		✱	✱	✱	✱	✱
NORWICH UNIVERSITY (VT)	✱	✱	✱	✱	✱	✱	✱	✱	✱	✱
Notre Dame College (NH)	✱			✱		✱	✱	✱	✱	✱
Notre Dame College (OH)	✱	✱		✱	✱	✱	✱	✱	✱	
Notre Dame Seminary (LA)	✱			✱		✱		✱		
Nova Southeastern University (FL)									✱	✱
Nyack College (NY)			✱							
Oakwood College (AL)	✱	✱	✱		✱	✱		✱		✱
Oberlin College (OH)	✱	✱	✱					✱		✱
Oblate College (DC)								✱		
Occidental College (CA)				✱	✱	✱		✱	✱	✱
Oglethorpe University (GA)	✱				✱	✱	✱	✱	✱	✱
Ohio Northern University (OH)	✱		✱	✱	✱	✱	✱	✱	✱	✱
Ohio Wesleyan College (OH)					✱	✱	✱	✱		
Oklahoma Baptist University (OK)				✱				✱	✱	✱
Oklahoma Christian University (OK)	✱	✱			✱	✱				
Oklahoma City University (OK)				✱						
Olivet College (MI)			✱	✱	✱	✱			✱	✱
Olivet Nazarene College (IL)			✱		✱		✱	✱		
Order of St. Benedict/ St. John's University (MN)									✱	✱
Oregon Graduate Center (OR)		✱		✱						
Ottawa University (KS)	✱	✱	✱	✱	✱	✱	✱			
Otterbein College (OH)	✱	✱	✱	✱		✱	✱	✱	✱	
Ouachita Baptist University (AR)				✱			✱	✱	✱	
Our Lady of Holy Cross College (LA)	✱		✱	✱	✱	✱	✱	✱	✱	✱
Our Lady of the Lake University (TX)	✱	✱		✱	✱	✱	✱	✱	✱	✱
Pace University (NY)		✱	✱		✱	✱	✱	✱	✱✱	
Pacific Christian College (CA)							✱	✱	✱	
Pacific Lutheran University (WA)					✱		✱	✱	✱	✱
Pacific Oaks College (CA)									✱	✱
Pacific School of Religion (CA)						✱		✱		
Pacific Union College (CA)				✱	✱					
Pacific University, College of Arts and Sciences (OR)				✱		✱				

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Paine College (GA)	☆			☆		☆				
PALM BEACH ATLANTIC COLLEGE (FL)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Park College (MO)	☆☆			☆☆	☆☆	☆☆			☆☆	
Parks College of St. Louis University (IL)	☆			☆	☆					
Patten College (CA)	☆									
PEPPERDINE UNIVERSITY (CA)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Pfeiffer College (NC)			☆			☆		☆	☆	☆
Philander Smith College (AR)					☆					
Philadelphia College of Bible (PA)	☆					☆				
Philadelphia College of Textiles and Science (PA)			☆	☆		☆	☆			☆
Phillips University (OK)	☆				☆					
Piedmont College (GA)	☆	☆	☆	☆			☆	☆	☆	☆
PIKEVILLE COLLEGE (KY)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Pine Manor College (MA)					☆	☆	☆	☆	☆	☆
Pittsburgh Theological Seminary (PA)		☆			☆	☆		☆	☆	☆
Point Loma Nazarene College (CA)		☆	☆							
Point Park College (PA)			☆	☆	☆	☆	☆	☆	☆	☆
Polytechnic University (NY)	☆	☆		☆						☆
Pomona College (CA)				☆						
Post College (CT)			☆							
Pratt Institute (NY)	☆☆	☆☆					☆☆			
PRESBYTERIAN COLLEGE (SC)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Presbyterian School of Christian Education (VA)	☆		☆							
Presentation College (SD)						☆			☆	☆
Princeton Theological Seminary (NJ)		☆			☆		☆			
Principia College (IL)	☆	☆	☆	☆	☆		☆			
Providence College (RI)	☆☆		☆☆		☆☆	☆☆	☆☆		☆☆	☆☆
Queens College (NC)	☆									
Quincy College (IL)	☆		☆	☆	☆	☆	☆	☆	☆	☆
Quinnipiac College (CT)		☆☆			☆☆	☆☆	☆☆	☆☆	☆☆	
Randolph-Macon College (VA)			☆	☆	☆		☆	☆	☆	☆
Randolph-Macon Woman's College (VA)	☆	☆		☆	☆	☆	☆	☆	☆	☆
REED COLLEGE (OR)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
REFORMED BIBLE COLLEGE (MI)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆
Reformed Theological Seminary (MS)		☆	☆		☆	☆				
Regent University (VA)		☆			☆	☆	☆		☆	☆
Regis College (MA)	☆	☆	☆	☆	☆	☆	☆		☆	☆
Regis University (CO)			☆☆	☆☆	☆☆		☆☆			
Reinhardt College (GA)					☆					
Rensselaer Polytechnic Institute (NY)	☆	☆	☆	☆	☆			☆	☆	☆
Rhode Island School of Design (RI)	☆☆			☆☆						☆
Rhodes College (TN)			☆	☆	☆	☆	☆		☆	☆
Rider College (NJ)	☆☆	☆☆	☆☆	☆☆	☆☆		☆☆	☆☆	☆☆	☆☆
Ripon College (WI)	☆	☆			☆	☆	☆	☆	☆	☆
Rivier College (NH)	☆	☆	☆		☆	☆	☆	☆	☆	☆
Roanoke College (VA)	☆	☆	☆	☆	☆	☆	☆		☆	☆
Robert Morris College (PA)		☆☆			☆☆		☆☆	☆☆	☆☆	☆☆
Rochester Institute of Technology (NY)		☆	☆		☆	☆				☆
Rockford College (IL)	☆	☆	☆	☆		☆	☆		☆	☆
ROCKHURST COLLEGE (MO)	☆	☆	☆	☆	☆	☆	☆	☆	☆	☆

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Rocky Mountain College (MT)	*	*	*	*	*	*		*		*
Roger Williams College (RI)							*			*
Rollins College (FL)		*	*	*	*	*	*	*	*	*
Roosevelt University (IL)	*	*	*		*	*	*	*	*	*
Rosary College (IL)			*	*	*	*	*	*		*
Rose-Hulman Institute of Technology (IN)	*	*	*	*	*		*	*	*	*
Rosemont College (PA)		*						*		
Russell Sage College (NY)	*	*	*	*	*		*	*		
Rust College (MS)	*						*		*	
Sacred Heart College (NC)	*									
Sacred Heart Major Seminary (MI)					*	*	*			*
Sacred Heart University (CT)	*			*	*	*	*	*	*	*
Saint Francis College (IN)									*	
Saint Francis College (PA)		*	*	*	*	*	*	*	*	*
Saint John's University (MN)	**	*		*	*		*			
Saint Joseph College (CT)	*	*	*	*	*	*	*		*	
Saint Joseph's College (IN)	*	*	*	*	*	*	*			*
Saint Joseph's College (ME)			*		*	*			*	
Saint Joseph's University (PA)				*	*	*	*	*	*	
Saint Leo College (FL)		**	**			**			**	
Saint Martin's College (WA)		*		*	*	*	*	*		*
Saint Mary College (KS)	*	*	*		*	*	*	*		*
Saint Mary-of-the-Woods College (IN)						*				
Saint Mary's College (IN)				*	*			*		*
Saint Mary's College (MI)	*			*		*	*	*		*
Saint Mary's College (MN)	*			*		*				
SAINT MARY'S COLLEGE OF CALIFORNIA (CA)	*	*	*	*	*	*	*	*	*	*
Saint Mary's College of Minnesota (MN)							*	*	*	*
Saint Meinrad College (IN)	*	*	*	*	*	*	*	*	*	
Saint Meinrad School of Theology (IN)			*	*	*	*	*	*		
Saint Michael's College (VT)	*	*		*		*	*	*		*
Saint Paul School of Theology (MO)		*	*	*						
Saint Paul's College (VA)	*									
Saint Peter's College (NJ)		*				*	*	**	*	*
Saint Thomas Theological Seminary (CO)				*						
Saint Vincent College (PA)	*	*	*		*	*	*	*	*	*
Saint Xavier College (IL)	*	*							*	*
SALEM COLLEGE (NC)	*	*	*	*	*	*	*	*	*	*
Salem College (WV)			*			*				
Salem-Teikyo University (WV)								*	*	
Salve Regina College (RI)	*	*	*		*	*	*		*	*
Samford University (AL)			*		*	*				
Samuel Merritt College (CA)								*		
San Francisco Theological Seminary (CA)									*	
San Jose Christian College (CA)									*	*
Santa Clara University (CA)		*	*	*	*	*	*	*	*	*
Saybrook Institute (CA)		*								
Scarritt Graduate School (TN)	*									
School of the Ozarks (MO)	*	*	*							
School of Theology at Claremont (CA)					*					
Schreiner College (TX)	*		*	*	*	*		*		
Scripps College (CA)	*		*	*	*	*		*	*	*

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Seabury-Western Theological Seminary (IL)		✲						✲	✲	
SEATTLE PACIFIC UNIVERSITY (WA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
SEATTLE UNIVERSITY (WA)	✲	✲	✲	✲	✲	✲	✲	✲	✲✲	✲✲
SETON HILL COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Shaw University (NC)					✲		✲			
Sheldon Jackson College (AK)	✲							✲		
Shorter College (AR)			✲							
SHORTER COLLEGE (GA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Siena College (NY)	✲	✲	✲	✲				✲	✲	✲
Siena Heights College (MI)	✲	✲	✲	✲	✲	✲		✲	✲	✲
Sierra Nevada College - Lake Tahoe (NV)									✲	
Simmons College (ME)									✲	
Simpson College (CA)					✲	✲		✲	✲	
SIMPSON COLLEGE (IA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Sioux Falls College (SD)	✲	✲			✲	✲	✲	✲	✲	
SKIDMORE COLLEGE (NY)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Smith College (MA)	✲		✲				✲	✲	✲	✲
Southeastern Baptist Theological Seminary (NC)	✲	✲✲			✲	✲				
Southeastern College of the Assemblies of God (FL)							✲			✲
Southeastern University (DC)	✲				✲					
Southern Baptist Theological Seminary (KY)								✲		
Southern California College (CA)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Southern College of Seventh-Day Adventists (TN)		✲	✲	✲	✲	✲	✲		✲	✲
Southern Methodist University (TX)	✲	✲							✲	✲
Southern Vermont College (VT)									✲	✲
Southwest Baptist University (MO)	✲							✲		
Southwestern Assemblies of God College (TX)	✲	✲	✲	✲	✲	✲	✲	✲	✲	
Southwestern College (AL)									✲	
Southwestern College (KS)	✲	✲							✲	
Southwestern University (TX)						✲	✲✲	✲✲		
Spalding University (KY)	✲	✲	✲	✲	✲		✲	✲	✲	✲
Spelman College (GA)		✲					✲			✲
Spring Arbor College (MI)	✲	✲	✲			✲	✲	✲	✲	✲
Spring Garden College (PA)			✲✲							
Spring Hill College (AL)			✲	✲	✲	✲		✲		✲
Springfield College (MA)	✲	✲	✲	✲	✲				✲	✲
St. Ambrose University (IA)		✲		✲	✲	✲	✲	✲	✲	
St. Andrews Presbyterian College (NC)				✲				✲	✲	✲
ST. BONAVENTURE UNIVERSITY (NY)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
St. Catherine College, Inc. (KY)				✲						
ST. EDWARD'S UNIVERSITY (TX)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
St. Francis College (NY)	✲	✲	✲	✲	✲	✲		✲		
St. John Fisher College (NY)		✲			✲	✲	✲	✲	✲	✲
St. John Vianney College Seminary (FL)	✲		✲							✲
St. John's Provincial Seminary (MI)		✲								
St. John's University (NY)						✲✲	✲✲		✲✲	
St. Joseph's College (NY)			✲	✲						
St. Lawrence University (NY)							✲			
St. Mary of the Plains College (KS)		✲				✲				
St. Mary's College (IN)									✲	

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
ST. MARY'S UNIVERSITY OF SAN ANTONIO (TX)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
ST. NORBERT COLLEGE (WI)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
St. Olaf College (MN)			✲	✲	✲	✲			✲	
St. Patricks Seminary (CA)						✲			✲	✲
St. Paul Bible College (MN)	✲	✲				✲				
St. Thomas University (FL)					✲	✲	✲	✲	✲	✲
St. Vincent de Paul Regional Seminary (FL)					✲					
Stanford University (CA)			✲		✲	✲		✲	✲	✲
Starr King School for the Ministry (CA)			✲							
Sterling College (KS)			✲						✲	
Stetson University (FL)	✲					✲		✲	✲	✲
Stevens Institute of Technology (NJ)	✲	✲	✲	✲				✲	✲	
Stillman College (AL)	✲		✲	✲	✲		✲	✲		✲
Strayer College (DC)		✲	✲					✲		
Suffolk University (MA)	✲	✲	✲	✲	✲	✲	✲			
Summit Christian College (IN)				✲	✲	✲				
Suomi College (MI)					✲					
SUSQUEHANNA UNIVERSITY (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Sweet Briar College (VA)	✲	✲						✲		✲
Syracuse University (NY)	✲	✲	✲		✲			✲		
Tabor College (KS)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Talladega College (AL)	✲		✲	✲						
Taylor University (IN)	✲	✲	✲	✲		✲	✲			
Teacher's College, Columbia University (NY)				✲	✲	✲			✲	
Teikyo Loretto Heights University (CO)							✲			
Teikyo Marycrest University (IA)						✲	✲			✲✲
Teikyo Post University (CT)					✲	✲	✲		✲✲	✲✲
Teikyo Westmar University (IA)					✲	✲	✲	✲		
Tennessee Temple University (TN)				✲			✲			
Tennessee Wesleyan College (TN)			✲							
TEXAS CHRISTIAN UNIVERSITY (TX)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Texas College (TX)								✲		
Texas Lutheran College (TX)	✲	✲	✲		✲			✲		
Texas Wesleyan University (TX)							✲	✲		✲
The Master's College (CA)						✲				
THE SAGE COLLEGE (NY)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Thiel College (PA)			✲	✲	✲					
Thomas College (ME)	✲	✲				✲			✲	✲
Thomas Jefferson University (PA)						✲				
Thomas More College (KY)			✲	✲	✲		✲	✲	✲	
Tiffin University (OH)		✲	✲		✲			✲	✲	✲
Toccoa Falls College (GA)					✲		✲			
Tougaloo College (MS)					✲					✲
Transylvania University (KY)	✲	✲		✲	✲	✲	✲	✲	✲	✲
Trevecca Nazarene College (TN)									✲	
Tri-State University (IN)	✲	✲	✲	✲	✲	✲		✲	✲	
Trinity Christian College (IL)	✲	✲								✲
Trinity College (CT)			✲							
Trinity College (DC)	✲		✲	✲			✲			
Trinity College of Vermont (VT)	✲	✲	✲	✲		✲	✲	✲	✲	✲
Trinity Episcopal School for Ministry (PA)		✲								
Trinity Lutheran Seminary (OH)	✲	✲	✲			✲			✲	

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Trinity University (TX)	*	*	*	*						
Tufts University (MA)		***		*	*	*	*		*	*
Tulane University (LA)	*	*	*				*	*	*	*
Tusculum College (TN)				*	*		*	*	*	*
Tuskegee University (AL)					*			*	*	*
U.S. Sports Academy (AL)				*						*
Unification Theological Seminary (NY)								*		
Union College (NE)				*		*	*	*	*	*
Union Institute (OH)								*	*	
Union University (TN)				*	*	*		*		*
Union Theological Seminary (NY)					*					
Union Theological Seminary in Virginia (VA)				*	*	*	*	*	*	*
United States International University (CA)							*	*	*	*
United Theological Seminary of the Twin Cities (MN)	*	*		*	*			*		
Unity College (ME)		*	*		*					*
Universidad Adventista de Las Antillas (PR)				*		*				
University of Bridgeport (CT)		***	***	***	***	***		*	*	*
University of Central Texas (TX)				*	*	*	*	*	*	*
University of Charleston, (WV)	*			*	*	*	*	*	*	*
University of Dallas (TX)		*	*	*	*	*	*	*	*	*
UNIVERSITY OF DAYTON (OH)	*	*	*	*	*	*	*	*	*	*
University of Denver (CO)		*	*	*	*	*	*	*	*	
University of Detroit Mercy (MI)	***	***	***	***		***	***	***	***	
UNIVERSITY OF DUBUQUE (IA)	***	***	*	*	*	*	*	*	*	*
University of Evansville (IN)		*	*	*	*	*	*	*		*
University of Findlay (OH)	*	*	*	*		*	*	*		*
University of Hartford (CT)	*	*		*	*	*			*	*
University of Indianapolis (IN)		*								
University of Judaism (CA)	*	*								
UNIVERSITY OF LA VERNE (CA)	*	*	*	*	*	*	*	*	*	*
UNIVERSITY OF MIAMI (FL)	*	*	*	*	*	*	*	*	*	*
University of Mobile (AL)								*	*	
University of New England (ME)			*	*		*	*		*	*
University of New Haven (CT)		*	*	*	*	*	*	*		*
UNIVERSITY OF PORTLAND (OR)	*	*	*	*	*	*	*	*	*	*
University of Redlands (CA)		*		*	*	*				*
University of Richmond (VA)	*	*	*	*	*		*	*	*	*
University of Rio Grande (OH)	***	***	***	***	***	*	*		***	*
UNIVERSITY OF SAN DIEGO (CA)	*	*	*	*	*	*	*	*	*	*
University of San Francisco (CA)			***		***	***	***	***	***	***
University of Scranton (PA)	**								*	*
University of St. Thomas (MN)					*	*	*	*	*	*
University of St. Thomas (TX)	*	*	*		*	*	*	*	*	*
University of Sioux Falls (SD)										*
University of Tampa (FL)		*	*	*		*				*
University of the Arts (PA)				*						
University of the Ozarks (AR)		*			*	*	*	*	*	*
University of the Pacific (CA)				*		*	*	*	*	*
University of the South (TN)	*	*	*	*	*			*	*	*
University of Tulsa (OK)	*			*	*	*	*	*	*	*
Upper Iowa University (IA)		*	*		*	*	*	*	*	*

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Upsala College (NJ)	✲	✲			✲	✲				
Urbana University (OH)	✲	✲				✲	✲	✲		
Ursuline College (OH)	✲	✲	✲			✲	✲	✲	✲	✲
Utica College of Syracuse University (NY)		✲✲	✲✲	✲✲			✲✲	✲✲		✲✲
Valley Forge Christian College (PA)									✲	
Valparaiso University (IN)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Vassar College (NY)	✲				✲	✲				
Villa Maria College (NJ)	✲	✲	✲		✲					
Villanova University (PA)					✲	✲		✲	✲	
Virginia Intermont College (VA)		✲	✲	✲		✲	✲	✲		✲
Virginia Union University (VA)	✲	✲	✲							✲
Virginia Wesleyan College (VA)							✲			
VITERBO COLLEGE (WI)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Voorhees College (SC)	✲									
Wabash College (IN)	✲									
Wadhams Hall Seminary-College (NY)							✲			
Wagner College (NY)	✲	✲								
Walsh College (OH)	✲✲	✲	✲	✲	✲		✲	✲	✲	✲
Walsh College Of Accountancy and Business Administration (MI)			✲	✲	✲	✲	✲			
Warner Pacific College (OR)	✲									
Warner Southern College (FL)			✲	✲	✲			✲		
Warren Wilson College (NC)							✲		✲	✲
Wartburg College (IA)	✲	✲	✲			✲	✲	✲	✲	✲
Wartburg Theological Seminary (IA)	✲	✲			✲	✲				
WASHINGTON AND JEFFERSON COLLEGE (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Washington and Lee University (VA)	✲	✲	✲		✲			✲		
Washington Bible College (MD)	✲	✲	✲	✲	✲	✲				
Washington College (MD)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Washington Theological Union (MD)	✲									
Wayland Baptist University (TX)						✲				
Waynesburg College (PA)			✲	✲	✲	✲	✲			
Webber College (FL)					✲	✲	✲	✲	✲	✲
Webster University (MO)							✲	✲		✲
Wells College (NY)			✲							
Wentworth Institute of Technology (MA)				✲✲					✲✲	✲✲
Wesley College (DE)	✲	✲	✲		✲			✲		✲
Wesley College (MS)			✲							
Wesley Theological Seminary (DC)		✲	✲							
Wesleyan College (GA)	✲	✲✲		✲	✲			✲		
Wesleyan University (CT)	✲	✲	✲							
West Virginia Wesleyan College (WV)	✲		✲	✲	✲	✲			✲	✲
Westbrook College (ME)							✲			
Western Baptist College (OR)		✲	✲	✲	✲	✲	✲	✲	✲	✲
Western Conservative Baptist Seminary (AZ)						✲				
Western Conservative Baptist Seminary (CA)						✲				
Western Conservative Baptist Seminary (OR)	✲		✲		✲	✲				
Western Evangelical Seminary (OR)						✲		✲		
Western Jesuit School of Technology (OR)										✲
WESTERN MARYLAND COLLEGE (MD)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Western New England College (MA)		✲		✲✲		✲	✲	✲	✲	✲
Western Theological Seminary (MN)			✲					✲		

Participating Institutions (continued):	86-87	87-88	88-89	89-90	90-91	91-92	92-93	93-94	94-95	95-96
Westmar University (IA)	✲	✲	✲	✲						✲
Westminster Choir College (NJ)				✲						
Westminster College (MO)		✲	✲			✲	✲	✲	✲	
Westminster College (PA)			✲	✲	✲		✲	✲	✲	
WESTMINSTER COLLEGE OF SALT LAKE CITY (UT)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Westminster Theological Seminary (PA)	✲	✲	✲	✲	✲	✲	✲	✲	✲	
Westmont College (CA)										✲
Weston School of Theology (MA)	✲		✲	✲	✲	✲	✲	✲	✲	
Wheaton College (IL)	✲									
Wheaton College (MA)		✲			✲	✲	✲	✲	✲	✲
Wheeling College (WV)	✲	✲								
Wheeling Jesuit College (WV)			✲	✲	✲	✲	✲	✲	✲	✲
Whitman College (WA)	✲	✲	✲	✲	✲	✲	✲		✲	✲
Whittier College (CA)	✲	✲			✲	✲	✲	✲	✲	
Whitworth College (WA)			✲	✲	✲	✲				
Widener University (PA)	✲	✲		✲	✲	✲	✲	✲	✲	✲
Wilberforce University (OH)	✲✲									
Wiley College (TX)		✲		✲				✲		✲
Wilkes University (PA)			✲	✲	✲	✲	✲			
WILLIAM JEWELL COLLEGE (MO)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
William March Rice University (TX)	✲	✲								
William Penn College (IA)	✲	✲	✲	✲		✲	✲	✲	✲	✲
William Woods University (MO)								✲	✲	✲
Williams Baptist College (AR)					✲		✲		✲	✲
Williams College (MA)								✲	✲	
Wilmington College (DE)			✲		✲	✲	✲	✲		
WILMINGTON COLLEGE (OH)	✲	✲	✲	✲	✲	✲	✲	✲	✲	✲
Wilson College (PA)	✲	✲								
Wingate College (NC)	✲		✲	✲	✲	✲	✲	✲		✲
Wisconsin Lutheran College (WI)					✲	✲	✲	✲	✲	✲
Wittenburg University (OH)	✲✲	✲✲	✲	✲				✲		
Wofford College (SC)							✲			
Woodbury University (CA)	✲			✲	✲			✲		✲
Worcester Polytechnic Institute (MA)	✲	✲		✲	✲	✲	✲		✲	✲
Xavier University (OH)		✲	✲	✲		✲		✲	✲	✲
Yale University (CT)		✲								
York College (NE)										✲
York College of Pennsylvania (PA)	✲	✲	✲			✲	✲	✲	✲	✲
	478	475	470	460	494	517	487	490	514	530

TOTAL NUMBER OF COLLEGES AND UNIVERSITIES WHICH PARTICIPATED IN THE SURVEY FOR THE FIRST TIME DURING 1995-96: 18.

TOTAL NUMBER OF PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN THE SURVEY AT LEAST ONCE DURING THE LAST 10 YEARS OF THE SURVEY: 998.

TOTAL OF NUMBER PRIVATE COLLEGES AND UNIVERSITIES WHICH HAVE PARTICIPATED IN EACH OF THE 10 YEARS OF THE SURVEY: 89.

Appendix B

Special Study Order Form

SPECIAL STUDY ORDER FORM
CUPA 1995-96 Private Faculty Salary Survey

INSTRUCTIONS: To avoid delays in processing your order, please follow these instructions:

1. Read through the entire form before completing your request.
2. Print or type all information.
3. Use a SEPARATE FORM for each study ordered.
4. All requests for Special Studies must include payment by check made payable to CUPA or purchase order number.
5. Mail orders with payment to CUPA Special Studies, 1233 20th Street, NW, Suite 301, Washington, DC 20036-1250, FAX 202-429-0149 and a copy of the request to: Dr. Richard D. Howe, Director, Equal Opportunity Programs, Appalachian State University, 128 Administration Bldg., Boone, NC 28608, FAX 704-262-2126. **To maintain confidentiality of data, all requests for data displays must be preapproved. CUPA reserves the right to refuse a special studies request.** If you have any questions, contact Dodie Brown at the CUPA National Office at 202-429-0311, Ext. 373.

PROFILE:

Name_____Title_____

Institution_____

Address_____

City, State, ZIP+4_____

Phone( )_____ FAX( )_____

Did your institution participate in the 1995-96 survey? ____Yes____No
Is your institution a member of CUPA? ____Yes____No

Note: The information below only applies to the 1995-96 survey year and is subject to change without notice.

BASIC FEES:

Please check the appropriate category:

- ❑ $250 CUPA members who participated in the 1995-96 study
- ❑ $340 CUPA members who did *not* participate in the 1995-96 study and nonmembers who *did* participate
- ❑ $425 CUPA nonmember institutions who did *not* participate in the study and other nonprofit organizations
- ❑ $575 All others

ADDITIONAL SERVICES:

- ❑ $10 Text file of study
- ❑ $50 Combined public and private survey data (per special study request)

DELIVERY:

- ❑ Via FAX—10 working-day turnaround ($10.00 charge)
- ❑ Via Federal Express—10 working day turn around ($20.00 charge) **(Federal Express will not deliver to a P.O. Box)**
- ❑ Via first class mail—please allow 2 weeks for delivery (no additional charge)

TYPES OF DATA DISPLAYS: Because salary displays include specific institutional data for the requesting institution, all orders must be accompanied by a letter of authorization from the President or his or her designated representative on institutional letterhead. Submit all requests in writing to Dr. Richard D. Howe at the address indicated above, in addition to submitting to CUPA.

Please check only one—Use a separate sheet for each special study request. Refer to pages vii and ix of the survey report for a complete explanation of the studies.

____1. Salary Display by average, high, and low salaries
____2. Percentile Rank (PR) Display
____3. Salary Trend Display (Comparison between two survey year's data—only those institutions that have participated in each of the years requesting)
____4. Other Trend Displays (please specify on a separate sheet; additional costs may be incurred)
____5. Other (please explain on a separate sheet; additional costs may be incurred)

96RPT

STUDY SAMPLE:
If you wish to receive a display based on general institutional characteristics, please complete Section I. If you wish to specify institutions, please complete Section II.

Section I—To ensure a sample of 10 or more institutions, please choose only three of the criteria listed. If it is necessary to select additional criteria, rank in order of importance ("1" most important to "6" least important). The criteria rated least important will be dropped if the sample size falls below 10 institutions.

1. Classification
   4-Year College_____ University_____ All_____
2. Affiliation
   Public_____ Private/Religious_____ Private/Nonreligious_____
3. General Budget
   Less than $_____ More than $_____ Between $_____ and $_____
4. FTE Enrollment
   Less than _____ More than _____ Between _____ and _____
5. FTE Faculty
   Less than _____ More than _____ Between _____ and _____
6. Geographic Area—States (please do not abbreviate)

_____

_____

Section II—In order for a study requesting specific institutions to be completed, all of the institutions must have participated in the Faculty Salary Survey. Please see Appendix A, *List of Participating Institutions*, of the survey report to ensure that the desired institutions *did* participate. To maintain confidentiality of the data, you must select at least 10 institutions. Only positions reporting three or more data elements in each cell will be made available. Your institution's data will be included only if specifically requested.

List institutions on a separate sheet. Please type or print clearly to avoid delays in processing your order.

_____

PAYMENT INFORMATION
Please check all that apply:

- ❑ I am a CUPA member ❑ I am not a CUPA member
- ❑ My check is enclosed for $_____
- ❑ Please bill me. $ _____ **Must include PO#**_____

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